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in this issue

CAUT Almanac of
Post-Secondary
Education in Canada

World Congress Adopts CAUT Motion

THE 1,400 delegates attending the 6th World Congress of Education International in July unanimously passed a resolution introduced by CAUT calling for greater balance in global copyright rules.

In presenting the motion at the gathering in Cape Town, South Africa, CAUT president Wayne Peters urged delegates to advocate for a "pro-education and pro-development" copyright regime.

"By supporting this motion, you will make it clear our priority is to ensure all students, teachers and researchers across all sectors of education and in all parts of the world have better access to the learning materials they need and deserve," Peters also told delegates.

The resolution was seconded by the National Association of Graduate Teachers (NAGRAT) in Ghana.

Association president Christian Addai-Poku emphasized the importance of the resolution for the education community in developing countries.

"In Ghana, the time to complete a PhD is rising mainly because students don't have access to the library resources and research materials they need," Addai-Poku said. "Libraries can't afford books and journals and digital content on the Internet is increasingly locked up."

The CAUT resolution calls on IE to advocate at the international level for a more balanced approach to copyright rules, one that respects the rights of owners but allows exemptions for non-commercial educational and research purposes.



CAUT president Wayne Peters (right) shakes hands with Christian Addai-Poku, president of Ghana's National Association of Graduate Teachers, after signing a mutual cooperation agreement.

CAUT's delegation to this year's congress also held a number of side meetings with counterpart organizations from around the world, and signed a mutual cooperation agreement with NAGRAT.

"We're very pleased to be able to establish this working relationship with our colleagues from Ghana," Peters said. "Academic staff glo-

See WORLD CONGRESS Page A5 →

L'IE adopte une résolution de l'ACPPU

LES 1 400 délégués présents au 6^e Congrès mondial de l'Internationale de l'Éducation (IE) tenu en juillet au Cap, en Afrique du Sud, ont adopté à l'unanimité une résolution de l'ACPPU préconisant une approche plus équilibrée des règles de propriété intellectuelle.

Lors de la présentation de la résolution, le président de l'ACPPU, Wayne Peters, a appelé les délégués à militer pour la mise en place d'un régime de droit d'auteur « qui favorise la formation et le perfectionnement ».

« En apportant votre soutien à cette résolution, vous montrerez clairement que notre priorité est de faire en sorte que tous les étudiants, enseignants et chercheurs de tous les secteurs de l'éducation et dans toutes les régions du monde aient plus aisément accès au matériel pédagogique dont ils ont besoin et qu'ils méritent », a-t-il indiqué aux délégués.

La résolution a été appuyée par la National Association of Graduate Teachers (NAGRAT) du Ghana.

Le président de la NAGRAT, Christian Addai-Poku, a souligné l'importance de la résolution pour le milieu de l'enseignement dans les pays en développement.

« Au Ghana, les étudiants inscrits au doctorat doivent mettre de plus en plus de temps pour terminer leurs études parce qu'ils n'ont pas accès aux fonds de bibliothèque et aux documents de recherche dont ils ont besoin », explique-t-il. « Les bibliothèques n'ont pas les moyens d'acheter livres et publications, et les contenus numériques sur Internet sont de plus en plus protégés par des serrures. »

La résolution de l'ACPPU demande à l'IE de plaider à l'échelle internationale pour une approche plus équilibrée des règles de propriété intellectuelle qui, tout en respectant les droits

des titulaires d'œuvres, admet des exceptions pour les utilisations à des fins éducatives ou de recherche non commerciales.

Les membres de la délégation de l'ACPPU qui ont participé au congrès de cette année ont par ailleurs tenu des réunions parallèles avec les représentants d'organisations homologues du monde entier et conclu un accord de coopération mutuelle avec la NAGRAT.

« Nous sommes ravis de pouvoir établir une telle relation de travail avec nos collègues du Ghana », a déclaré M. Peters. « Compte tenu des graves pressions auxquelles le personnel académique est confronté à l'échelle mondiale, il nous faut consolider les liens avec nos parte-

Voir L'IE à la page A7 →

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Letters to the Editor

Letters for publication are welcome. Letters should address a specific article, comment, or letter that recently appeared in the paper or be tied to recent events. Letters are limited to 300 words and may be edited for length and clarity. Include your name, address and phone number. Anonymous letters will not be accepted. Submissions that are considered potentially libellous will not be published. We read every letter we receive and every letter gets equal consideration. Publication is at the sole discretion of CAUT. If your letter is accepted for publication, you will be contacted.

Courrier des lecteurs

La rédaction du Bulletin invite les lecteurs à lui écrire. Les lettres doivent porter sur un article, un commentaire ou une lettre précis qui sont parus dans le Bulletin ou qui ont trait à des actualités récentes. Les textes, dont la longueur est limitée à 300 mots, pourront être révisés par souci de clarté et de concision. Veuillez indiquer vos nom, adresse et numéro de téléphone. Nous ne publierons ni les lettres anonymes ni les textes que nous estimons potentiellement diffamatoires. Nous lisons avec une même attention toutes les lettres que nous recevons. L'ACPPU se réserve le droit de choisir celles qui seront publiées. Nous communiquerons avec les auteurs des lettres qui seront publiées.

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COMMENT OPINIONS

LETTERS

NSERC no longer serves our interests

Andrew Park's letter (*Bulletin*, June 2011) is troubling. He laments that neither he nor his colleagues at the University of Winnipeg know what the rules are regarding NSERC's view of what constitutes highly-qualified personnel (HQP). He is not alone.

I serve on one of NSERC's evaluation committees and my sense is that most committee members have a vague idea of the HQP component but the idea is poorly formulated. A definition of "highly-qualified personnel" might be useful, but like other NSERC values, the definition might very well change without anyone being aware of the change.

At one time the view was that if you considered research as important, if you carried out some form of research that you were proud of, that others thought interesting, that you published that re-

search, then NSERC felt you should be supported. At that time, NSERC consisted of the research community like you and me.

The Americans and Europeans looked longingly at NSERC. It was a democratic system in which you knew you might not survive, but if you didn't, it wasn't because you hadn't dotted your i's and crossed your t's. Today such is not the case.

It is not sufficient today just to do good work. It is not sufficient today to train a few people who will go out into the world as productive human beings. It is not sufficient for you to work on systems that are of interest to you and that the rest of the community thinks it interesting that you should think them interesting. NSERC no longer represents your interests, nor does it represent mine.

NSERC today is a bureaucracy in which dictates come from the top and the top does not tolerate dissent. It does not have to be this way.

We all know good researchers who have been cut out of the system because they have not published in high-quality journals or because they have not listed 20 to 30 HQP who have peristaltically passed through their laboratories.

Complain. Ask your colleagues to complain. Ask your spouse, your partner, your children to complain. Above all, ask your students to complain. They should complain to the committees, to the head of NSERC and to their MPs.

It is in Canada's best interest to have an active research community. It is not in our best interests to fund only the very best. We cannot distinguish them from the very good nor from the good.

Jack Kornblatt
Professor Emeritus
Concordia University

COMMENTARY

Beware the Copyright Clause

We all lose when scholars forfeit copyright, says Felipe Fernández-Armesto.

"YES, professor. I agree." That's all it takes. Then the iniquity sets in — a modest evil, by the world's standards, but an iniquity nonetheless, which results in the alienation of the fruits of the work of scores of thousands of professional academics.

In the situation I call to mind, and have often experienced in the past, Professor Hunkelpeffer, or whoever it may be, emails his colleague or counterpart (let's call him Dr Pfeffelhuncker) telling him about a prospective encyclopaedia of nutrition, or a history of climate, or an atlas of historical epidemiology, or a handbook of Spanish philosophy, or a guide to Latin American churches, or the Journal of Ergonomic Hermeneutics, or another collaborative work on any of the subjects about which he suspects that Pfeffelhuncker knows something.

Hunkelpeffer asks Pfeffelhuncker to contribute a paper or chapter. Touched by the fact that someone has thought of him, impressed with the project, flattered at the names of the distinguished colleagues in whose company his contribution will appear, Pfeffelhuncker agrees. Hunkelpeffer requests 6,000 words or whatever it may be, by — say — September 2012. Pfeffelhuncker, who is working on an important paper on the ineffability of the ineluctable, and whose wife is expecting a baby, demurs. The two professors fix amiably on a date in April 2013 instead, and sign off with mutual goodwill.

In other words, they have a contract. Typically, Pfeffelhuncker does not think about payment. His reward is in academic heaven. He is pleased to reach



the audience of the projected work and to stamp his discipline with an imprint of his own. He knows that academic publishing is a labour of love. He assumes that as a matter of courtesy, rather than of contract, he will at least get two or three copies of the finished work.

Time goes by. Pfeffelhuncker conscientiously does a lot of work towards his piece. He even begins to write it.

Then a communication arrives from the publisher, purportedly a contract, written at tiresome length in annoying gobbledegook, and imposing various new conditions that Hunkelpeffer never mentioned and probably never even knew about.

The true contract had been made between Hunkelpeffer and Pfeffelhuncker long ago by email. The work the latter has already done was on the basis of that contract; there can be no moral justification for introducing additional constraints.

Yet the purported contract probably mentions some risible fee or limits the contributor's hard-won reward in some insulting fashion — specifying, perhaps, that he will get the right to purchase copies of his own work at an outrageous but nominally reduced price. Clauses appear, imposing on the contributor the

See BEWARE Page A8 →

PRESIDENT'S COLUMN

Threats to PSE Demand Mobilization of Academics



By WAYNE PETERS

POST-SECONDARY education in Canada is in the midst of a crisis — a fundamental transformation that is having disastrous effects on our students, our institutions, our communities and our country. In recent years we have witnessed disturbing economic, social and political changes which have laid the foundation for this neo-liberal transformation.

Consider the troubling trends: a significant shift toward the use of contingent academic staff; the marginalization of basic research in favour of research driven by private interests; a reduction in public funding, forcing our institutions to become more dependent on private support; and a diminishing academic staff voice in institutional decisions as a more corporate managerial culture supplants traditional collegial governance.

Amid this, our institutions seem silent at best and, more often than not, appear to be active collaborators in this transformation. From within, the ability of academic staff to influence the strategic directions of our institutions on important academic matters has been seriously

weakened as top-down, corporate-style, decision-making has taken over.

Senates and other governing academic bodies, which ought to be the fora through which academic staff members exercise their voices, have become ineffective or have been relegated to dealing only with meaningless issues.

So, then, where does the push back originate? From my perspective, CAUT and its individual member associations across the country represent the only organizational voice fully committed to a principled stand against this transformation in all its forms. No other federal, provincial, public or private organization, or alliance of organizations appears to be taking up the challenge. The one exception to this is our ally, the Canadian Federation of Students.

Academic staff associations continue to be in the best position to champion the cause of post-secondary education. And, without a doubt, unionization has been a substantial driving force in facilitating this. Collective bargaining has provided a mechanism by which academic staff members have been able to gain control over the terms and conditions of their employment, almost all of which have a direct impact on the quality and integrity of our post-secondary education sys-

tem. We have all heard the adage that "our working conditions are students' learning conditions." It is most certainly true.

As we know, academic staff associations have been extremely successful at unionizing. In Canada, the post-secondary education sector has the highest union density of any employment sector in the country. The overwhelming majority of CAUT's members are unionized. Most have been for some time, but, despite that, the transformation appears to be relentlessly moving forward. So what more do we need to do? The answer, I suggest, lies in how we position ourselves to take up the challenge.

It is no secret that an academic staff association draws its power from only one source — its membership. Members' commitment to their association, their willingness to work to achieve specific objectives and their sense of ownership of the association are all critical to the organization's overall success. To be effective, everything an association does must build member involvement in and attachment to the organization. Members must be mobilized to build real power. They must feel that an attack on their association is an attack on each of them.

The vast majority of our associations struggle to engage and mo-

bilize their members in a substantial, long-term way that goes beyond, for instance, the one-time action we see during a strike. While I believe each of us has a duty to our associations, it is much too easy to point the finger at individual members and say, "You need to get involved and support your union." Rather, associations have to engage in serious reflection about how best to provide opportunities for members to mobilize in valuable and sustainable ways to meet the current challenges.

For its part, CAUT's executive committee has recently initiated its own discussion about how the organization can most effectively direct its work in defense of post-secondary education and how it can best support local associations in the battle. Over the next while, we intend to engage members at Council on this topic to identify and establish collective direction and action. In the meantime, though, two thoughts merit consideration.

First, there seems to be a particular apprehension among academics, that what we do is not a job, but rather a profession, and, therefore, the work of our associations somehow falls outside our identities as teachers and scholars. Unfortunately, this perpetuates the idea that association work is something we volunteer to do only if we can

spare the time away from our "real" academic work.

It is critical for us to think about how we reposition our associations' work in defending post-secondary education, and our profession, so as to be seen as an integral part of our normal academic duties. In essence, how do we create value in this work for our members?

Second, I firmly believe that our associations' work must go beyond the scope of collective agreements if we are to be effective as champions for post-secondary education. Certainly, the extent of the threats faced by the post-secondary education sector comprises many issues which cannot be tackled if we limit our actions to the provisions of our agreements. Additionally, we cannot discount the fact that our agreements are not immune to being undermined by legislative or judicial action. Consequently, we will have to take a broader view of our work and become much more political in our activities if we are to meet the challenges we face.

So, who and how? We, the academic staff members and associations across this country, must collectively take up the challenge in defense of post-secondary education and our profession. Few others will. As for the how, we have work to do, but I am confident our discussions will show us the way. ■

LE MOT DU PRÉSIDENT

La mobilisation du personnel académique s'impose face aux menaces contre l'éducation postsecondaire

Par WAYNE PETERS

LE secteur de l'éducation postsecondaire au Canada est en pleine tourmente : la transformation fondamentale qui s'y opère est très lourde de conséquences pour les étudiants, nos établissements et le pays tout entier. Ces dernières années, nous avons assisté à des changements socio-économiques et politiques alarmants qui ont ouvert la voie à cette transformation néo-libérale.

Pour s'en rendre compte, il n'y a qu'à regarder les tendances troublantes actuellement à l'oeuvre : le recours de plus en plus massif à du personnel académique occasionnel; la marginalisation de la recherche fondamentale au profit de la recherche commanditée par des intérêts privés; la diminution du financement public, qui contraint nos établissements à devenir plus tributaires des investissements du secteur privé; l'affaiblissement du poids du personnel académique dans les décisions institutionnelles à mesure

qu'une culture de gestion plus corporative se substitue à la gouvernance collégiale traditionnelle.

Face à la situation, nos établissements semblent au mieux frappés de mutisme et se révèlent le plus souvent d'actifs collaborateurs dans cette transformation. De l'intérieur, la capacité du personnel académique à influencer sur les orientations stratégiques de nos établissements concernant les questions pédagogiques importantes s'est sérieusement affaiblie depuis que s'est imposé un processus décisionnel descendant comme celui des entreprises.

Les sénats et autres organes de direction — ces tribunes par l'entremise desquelles les membres du personnel académique devraient pouvoir faire entendre leurs voix — sont devenus inefficaces ou bien ne servent plus qu'à débattre de questions sans intérêt.

Alors, qui peut faire reculer cette mutation? De mon point de vue, l'ACPPU constitue, avec ses associations membres dans tout le pays,

le seul porte-parole collectif affichant résolument une position de principe contre cette transformation sous toutes ses formes. Aucun autre organisme fédéral, provincial, public ou privé, ni aucune alliance d'organismes n'ont manifesté leur intérêt à relever le défi, à l'exception de notre alliée, la Fédération canadienne des étudiantes et étudiants.

Les associations de personnel académique continuent d'être les mieux à même de défendre la cause de l'éducation postsecondaire. Et incontestablement, la syndicalisation a joué un puissant rôle moteur dans cette réussite. La négociation collective fournit aux membres du personnel académique le mécanisme qui leur donne un contrôle sur leurs conditions de travail, la quasi-totalité desquelles ont une incidence directe sur la qualité et l'intégrité de notre système d'éducation postsecondaire. Nous avons tous entendu l'adage « nos conditions de travail déterminent les conditions d'apprentissage de nos étu-

dians ». C'est certainement le cas en l'occurrence.

Comme on le sait, les associations de personnel académique affichent un très haut taux de succès en matière de syndicalisation. Au Canada, le secteur de l'éducation postsecondaire présente le taux de syndicalisation le plus élevé de tous les secteurs d'activité. La très grande majorité des membres de l'ACPPU sont syndiqués. La plupart le sont depuis un certain temps, mais, malgré cela, la transformation semble progresser inexorablement. Alors, que devons-nous faire de plus? La réponse, à mon avis, réside dans la façon dont nous nous positionnons pour relever le défi.

Nul n'ignore qu'une association de personnel académique tire sa force d'une source unique : ses membres. Le succès global de l'organisation est avant tout tributaire de l'engagement de ses membres, de leur détermination à oeuvrer à la réalisation d'objectifs déterminés et de leur sens d'appartenance. Son

efficacité passe obligatoirement par la participation de ses membres et leur attachement à l'organisation. Son véritable pouvoir réside dans la mobilisation de ses membres. Ceux-ci doivent avoir le sentiment que toute attaque contre leur association est une attaque contre chacun d'entre eux.

Dans leur vaste majorité, nos associations s'emploient à mobiliser et à amener leurs membres à participer de manière appréciable et à long terme, bien au-delà, par exemple, de l'élan de solidarité ponctuelle qui se manifeste lors d'une grève. Bien que nous ayons tous et chacune une obligation envers nos associations, il est beaucoup trop facile de pointer du doigt des membres en particulier pour leur rappeler de participer et d'appuyer leur syndicat. Les associations doivent plutôt mener une véritable réflexion sur les meilleurs moyens possibles pour leurs membres de se mobi-

Voir LA MOBILISATION à la page A9 ➔



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NEWS

New Communications Officer at CAUT

CAUT has hired Angela Regnier as its new communications officer, replacing Kerry Pither who left to join the Public Service Alliance of Canada in July.

Angela has had a decade-long career in communications and advocacy work for pan-Canadian member-based organizations, including as national director of communications and branch relations for the Women's Legal Education and Action Fund, national deputy chairperson of the Canadian Federation of Students, and most recently as executive director of the University of Toronto Students' Union.

She holds a master's degree in sociology from York University and is completing an LLM thesis on academic freedom at Osgoode Hall Law School.

Over her employment experience, Angela has written for a variety of publications and web sites and



Angela Regnier

is active in social media, including Twitter, Facebook and Academia.edu, where her posts are known as key sources of information on current issues particularly related to higher education, academic freedom and privatization. ■

Nouvelle agente des communications

ANGELA Regnier est entrée en fonctions à l'ACPPU à titre d'agente des communications en remplacement de Kerry Pither qui a accepté un poste à l'Alliance de la Fonction publique du Canada en juillet.

Angela compte dix années d'expérience dans les domaines des communications et de la défense des intérêts au sein d'organismes pan-canadiens constitués de membres, entre autres en tant que directrice nationale des communications et des relations entre les succursales du Fonds d'action et d'éducation juridique pour les femmes, vice-présidente nationale de la Fédération canadienne des étudiantes et étudiants, puis, tout récemment, directrice exécutive du syndicat

des étudiants de l'Université de Toronto.

Titulaire d'une maîtrise en sociologie de l'Université York, Angela travaille actuellement à la rédaction de sa thèse de maîtrise en droit (LL.M.) sur la liberté académique à l'Osgoode Hall Law School de l'Université York.

Son parcours de carrière est jusqu'ici marqué par ses articles dans une variété de publications et de sites web et son rôle actif dans les médias sociaux, dont Twitter, Facebook et Academia.edu, où ses contributions sont reconnues comme des sources d'information clés sur des questions d'actualité particulièrement liées à l'éducation supérieure, à la liberté académique et à la privatisation. ■

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NEWS ACTUALITÉS

Union Says Feds Offer Little Protection to Public Service Whistleblowers

THE Public Service Labour Relations Board has ordered Health Canada to reinstate one of three scientists fired simultaneously in 2004 for "insubordination."

In a 208-page ruling released last month, the board rejected the termination grievances of Shiv Chopra and Margaret Haydon and upheld the same grievance of Gérard Lambert. All three worked as drug evaluators and were well known for going public over years with their food safety concerns and departmental practices prior to their firing.

The scientists' testimony over drug approvals and inadequate protection of Canada's food system before a Senate Committee in the late 1990s made headlines around the world and led to a ban in most developed countries — Canada included — of Monsanto's controversial bovine growth hormone, even though it had already been approved in the U.S.

Health Canada has repeatedly denied the scientists were fired for whistleblowing, saying their termination was due to insubordination.

The Professional Institute of the Public Service of Canada, which contested the dismissals before the board, is labeling the ruling a "sad day" for public servants who are raising awareness on health and safety issues.



"The government of Canada offers little protection to whistleblowers," PIPSC president Gary Corbett said after the decision was released.

"In our view Dr. Chopra, Dr. Haydon and Dr. Lambert are practised and meticulous scientists. Devoted to protecting the health of Canada's citizens, the three scientists acted morally to defend the public from

products they had reason to believe could have harmed the food chain and ultimately the lives of Canadians. Their only defiance is that they resisted commercial pressure and provided evidence to official parliamentary committees.

"Cases of dismissal like these do nothing good to help public service whistleblowers to come forward and denounce wrongdoing within

their departments."

Corbett also said at first glance, it is unclear why Lambert's grievance was upheld while Chopra and Haydon's same grievances were dismissed and said next steps could involve appealing the decision in federal court.

Over the past seven years none of the three scientists have found other jobs. ■

Selon l'IPFPC, le fédéral accorde peu de protection aux dénonciateurs de la fonction publique

LA Commission des relations de travail dans la fonction publique a ordonné à Santé Canada de réinstaller dans ses fonctions l'un des trois scientifiques congédiés simultanément en 2004 pour « insubordination ».

Dans un jugement de plus de 200 pages, la commission a rejeté les griefs pour licenciement de Shiv Chopra et Margaret Haydon, mais a accueilli celui de Gérard Lambert. Avant d'être congédiés de leurs postes d'évaluateurs de médicaments vétérinaires, les trois scientifiques étaient reconnus pour avoir, au fil des ans, sonné l'alarme publiquement sur les risques d'insalubrité alimentaire et les pratiques ministérielles.

Les témoignages qu'ils ont livrés devant un comité sénatorial, à la fin

des années 1990, au sujet des autorisations de mise sur le marché des médicaments et de la protection inadéquate du système alimentaire canadien ont fait les manchettes partout dans le monde et ont eu pour conséquence d'entraîner l'interdiction, dans la plupart des pays développés, dont le Canada, de la vente de la très controversée hormone bovine de croissance mise au point par la société Monsanto, même si elle avait déjà été approuvée aux États-Unis.

Santé Canada n'a jamais cessé d'affirmer que les trois scientifiques avaient été congédiés pour cause d'insubordination et non de dénonciation.

Pour l'Institut professionnel de la fonction publique du Canada

(IPFPC), qui a contesté l'ensemble des griefs devant la commission, la date de cette décision marque un « triste jour » pour les fonctionnaires qui cherchent à sensibiliser le public aux risques de santé et de sécurité.

Après l'annonce de la décision, le président de l'Institut, Gary Corbett, a déploré le peu de protection que le gouvernement du Canada accorde aux dénonciateurs. « À notre avis, les docteurs Chopra, Haydon et Lambert sont des scientifiques chevronnés et compétents qui s'efforcent de protéger le public contre les produits susceptibles de nuire à la chaîne alimentaire et à la santé des Canadiens. Leur seul « péché » a été de s'opposer à des pressions commerciales et de fournir des preuves

à des représentants de comités parlementaires. »

« Des cas de congédiement semblables n'aideront pas les dénonciateurs de la fonction publique à s'avancer et à dénoncer les actes répréhensibles qui se produisent dans leurs ministères. »

À première vue, de dire M. Corbett, il est difficile de comprendre pourquoi le grief du Dr Lambert a été accueilli alors que les mêmes griefs des Drs Chopra et Haydon ont été rejetés. La prochaine étape, a-t-il indiqué, pourrait être d'en appeler devant la cour fédérale.

Au cours des sept dernières années, aucun des trois scientifiques n'a pu se trouver un autre emploi. ■

Invasive, Costly & Poorly Thought Out

PROPOSED "lawful access" bills would require telecom providers in Canada to hand over personal information to authorities without a warrant or judicial oversight, says pro-Internet group OpenMedia.ca.

Beyond violating the civil liberties of Canadians, says OpenMedia.ca, the bills will also hurt Internet users' pocketbooks. Canadians will pay a high price, as Internet service providers are forced to upgrade their infrastructure to allow terabytes of data to be made accessible.

OpenMedia.ca and a group of 35 other public interest organizations, businesses and concerned academics have joined together to challenge the lawful access legislation. The Stop Online Spying group is concerned that these bills are set to be fast-tracked without proper examination or debate.

Stop Online Spying is calling on Canadians to speak out against the electronic surveillance laws and help keep the Internet open and affordable by signing the petition at www.StopSpying.ca

"Every single provincial privacy commissioner has spoken against these bills," says OpenMedia's executive director, Steve Anderson. "Law-abiding Canadians should be able to use the Internet and mobile devices without Big Telecom and government looking over their shoulders."

"These invasive surveillance bills will transform the Internet into a closed, rigid and paranoid space." ■

OpenMedia.ca/CALM

Faculty Incivility

➔ From PAGE A10

jumped up from behind my desk and waited outside my office until they left — without the better grade.

In just over 200 pages, authors Twale and De Luca examine the nasty underbelly of academic culture in American universities and hold it up to the mirror of corporate culture in the U.S. today. The book asks if it is "mission" or "market" which drives today's universities? (p. 132) And is cultural capital built by universities being replaced by a "corporate push for quality and excellence?" (p. 130)

The last chapters of the book, though dedicated to what individual academics can do about the bullying, misses one important solution. There is no mention about the role of faculty unions or associations. What to us in Canadian universities could be a first line of defense against bullying, is nowhere in the U.S. context. Another point is that the incivility discussed in the book is often peer-on-peer harassment. This problem in no way justifies "codes of conduct" that some university administrations try to impose on faculty. These codes are little more than veiled threats to free speech and academic freedom. ■

Judy Haiven is a management professor and president of the faculty union at Saint Mary's University in Halifax.

World Congress Adopts CAUT Motion

➔ From PAGE A1

bally are facing serious pressures and we need to strengthen our international ties in order to confront these challenges. NAGRAT has done a superb job in mobilizing its membership in very difficult circumstances. We have much to learn from their experiences."

Addai-Poku also welcomed the agreement and expressed a desire to find out more about CAUT's training programs.

"Union training is something we need to develop and learning from CAUT's experience provides

a tremendous opportunity," he added.

Prior to the official opening of the congress, affiliates with members in the higher education sector held a one-day caucus devoted to reviewing the agenda and programme, and to identifying EI's priorities for the sector over the next four years.

CAUT associate executive director David Robinson was asked to present to the caucus an overview of global trends in higher education in which he expressed concerns about a "paradox" in the sector.

"Virtually every politician of every political stripe, every government, every business leader and every international organization recognizes that expanding the quality and accessibility of higher education are vital priorities," he noted. "And yet, around the world academic staff are facing unprecedented challenges. Precarious appointments are on the rise, terms and conditions of employment are deteriorating, and academic freedom is increasingly under assault."

Robinson urged academic staff unions to expose this contradiction in order to mobilize for a new

vision for higher education that recognizes that teachers and researchers are at the heart of the sector.

Education International is the global federation of education unions and organizations, including CAUT, representing more than 30 million education workers in 171 countries and territories. The EI World Congress, held very few years, brings together delegates from all member organizations and observers from international organizations and intergovernmental agencies. ■

NEWS ACTUALITÉS



Striking librarians & archivists walk the picket line in front of the University of Western Ontario Sept. 8.

Strike at University of Western Ontario

LIBRARIAN and archivist members of the University of Western Ontario Faculty Association are on strike, after negotiations with university administrators broke off Sept. 7.

The central issue of the labour dispute has been UWOFA's attempt to narrow the wage gap between the library personnel at the university and their counterparts across the province.

"This strike is another example of the challenges faced by acade-

mic librarians as they resist attempts by university and college administrations to devalue librarians' work and jobs," said James Turk, executive director of CAUT.

"Librarians play a vital role for faculty and students and providing decent and fair working conditions is crucial in sustaining high quality education and research in our universities and colleges."

The 50 unionized librarians and archivists have been working without a contract since July 1. ■

Toronto PhD Candidate Wins CAUT's Stewart Reid Fellowship

UNIVERSITY of Toronto PhD candidate Sheila O'Keefe-McCarthy has been named a recipient of CAUT's J.H. Stewart Reid Memorial Fellowship.

The nursing student was recognized in July with the 2011-2012 fellowship as part of CAUT's annual awards program. The fellowship is intended to recognize and reward outstanding doctoral students from among all Canadian universities, and provides \$5,000 in funding.

O'Keefe-McCarthy, who holds a nursing diploma from George Brown College, a bachelor of science in nursing degree from Ryerson University and a master's degree in nursing from the University of Toronto, focuses her dissertation research on pain management, pain, and anxiety for acute coronary syndrome patients awaiting transfer for urgent diagnostic cardiac catheterization.

ACS refers to the clinical symptoms of severe chest pain and/or impending heart attack due to heart disease. ACS is a leading cause of death and disability in Canada and as O'Keefe-McCarthy notes, "a painful and frightening condition. If not adequately managed, the pain and anxiety caused by ACS can escalate the disease process and increase heart damage."

Evidence indicates that chest pain is routinely under-medicated and her work will provide much needed information to develop pain evaluation frameworks and management standards for people who suffer with cardiac disease. "This study has major implications for cardiac pain research, impacting front line nurses'



Sheila O'Keefe-McCarthy

pain and anxiety assessment and management practices, decreasing mortality and reducing the health service burden," says O'Keefe-McCarthy.

She has published four scientific articles, a book chapter and a requested publication, presented at numerous international and national scientific meetings, served on the Canadian Pain Society executive board of directors, and received many awards, including three Ontario Graduate Scholarships and a fellowship from the Canadian Institutes of Health Research, for her academic achievements. Her vision is to be a career researcher in the

field of cardiac pain.

Recipients of the Stewart Reid Fellowship, a one-year grant given by CAUT to commemorate the life and work of the association's first executive secretary, are determined by a national selection committee, which this year included University of Manitoba botany professor and former president of CAUT Tom Booth, Chris Ferns, professor of English at Mount Saint Vincent University, and retired Bishop's University sociology professor and former president of CAUT Loretta Czernis. ■

Version française à la page A9.

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The role of elders in colleges and universities
Managing work/life balance
Negotiating racial diversity in the classroom
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NEWS ACTUALITÉS

IN MEMORIAM

Gideon Rosenbluth
1921-2011

GIDEON Rosenbluth, CAUT's president in 1966-1967, died suddenly of a heart attack in Vancouver Aug. 8 while swimming with a friend. He had just spent a happy week with visiting family, taking long walks in the woods he loved, enjoying family meals and discussions. He was a model to family and friends of aging with dignity, wisdom and courage, remaining mentally and physically active until the end.

Born January 23, 1921 in Berlin, Germany, Gideon was the second of three children. The family fled Nazi Germany in 1933, moving to England where he went to school. When the war started, he was part of the group of Jewish refugees interned and shipped to camps in Canada. That experience made him self-sufficient, strong and to some degree shaped his politics. He always was on the left, supporting progressive causes, writing and actively working for social change.

As a professor of economics at Princeton, Stanford, Queen's, and the University of British Columbia, Gideon was a distinguished academic who held high standards for himself and his students. He taught and wrote about economic theory and its application for the analysis of individual behaviour, corporate organization and government policy. His rigorous approach to scholarship and community involvement was guided by his commitment to social justice.

In addition to serving as CAUT president, he served on the executive and on numerous standing and ad hoc committees. At various times, he was president of the Canadian Economics Association, editor of the Canadian Journal of Economics, an elected member of the UBC senate and board of governors and honoured as a member of the Royal Society of Canada. He was also a founder of the BC office of the Canadian Centre for Policy Alternatives, serving on the first research advisory committee.

GIDEON Rosenbluth, président de l'ACPPU en 1966-1967, est décédé d'une crise cardiaque le 8 août à Vancouver alors qu'il se baignait avec un ami. Il venait tout juste de passer une semaine où, en compagnie de membres de sa famille, il avait pris grand plaisir à faire de longues promenades dans les bois qu'il adorait et à discuter autour de repas de famille. Il représentait pour ses proches le modèle de la personne vieillissant dans la dignité, la sagesse et le courage, résolue à demeurer mentalement et physiquement actif jusqu'à la fin.

Né le 23 janvier 1921 à Berlin en Allemagne, Gideon était le deuxième de trois enfants dont la famille avait fui l'Allemagne nazie en 1933 pour l'Angleterre où il est allé à l'école. Lorsque la guerre a éclaté, il faisait partie du groupe de réfugiés juifs internés puis déportés dans des camps au Canada. Cette expérience lui a insufflé sa force et son autonomie et, dans une certaine mesure, a façonné sa vision politique. Homme de gauche, il a supporté des causes progressistes et oeuvré, par ses écrits et actions, en faveur du changement social.

En qualité de professeur d'économie à Princeton, Stanford, Queen's et à l'UBC, cet éminent universitaire s'est démarqué par les normes élevées qu'il s'imposait à lui-même ainsi qu'à ses étudiants. Son enseignement et ses publications étaient axés sur la théorie économique et son application à l'analyse du comportement des particuliers, de l'organisation de l'entreprise et de la politique gouvernementale. Son approche rigoureuse de l'engagement dans les activités académiques et communautaires obéissait à sa foi inébranlable dans la justice sociale.

En plus d'avoir assumé la présidence de l'ACPPU, il a siégé à son comité de direction et à de nombreux comités permanents et spéciaux. Il a été à diverses époques président de l'Association canadienne d'économie, rédacteur en chef de la Revue canadienne d'économie, membre élu du sénat et du conseil d'administration de l'UBC, et membre honoraire de la Société royale du Canada. Également, il a été un membre fondateur du bureau du Centre canadien de politiques alternatives en Colombie-Britannique.

Minister OKs McGill MBA Fees

In a surprise twist, the Quebec education ministry has decided to allow McGill to charge \$32,500 — more than 10 times the provincial cap on tuition fees — for its MBA program starting this September.

The government fined McGill more than \$2 million in March for breaking provincial rules on tuition fees, but will now grant the university a "specialized" MBA designation as McGill's program will have an international focus and a mandatory study trip abroad.

Under the deal, McGill's altered curriculum will launch in fall 2012 with a tuition price tag of \$34,750.

Education Minister Line Beauchamp said in a statement Aug. 19 that McGill's specialized program "isn't an exception, because other Quebec schools already offer similar programs."

Student groups weren't buying it. In a joint release, the Fédération étudiante universitaire du Québec — the province's largest student organization — and the McGill Post-Graduate Students' Society said the province's decision is opening the door to a two-tiered education system.

"What the government is saying to them, it's like: 'Do whatever you want. Eventually we'll give you the right to do whatever you want to do



Students pay top dollar for places in the MBA program offered by the Desautels Faculty of Management at McGill University.

with your program," said FEUQ president Martine Desjardins.

The approval of McGill's MBA program comes as the provincial government is planning to hike tuition fees by nearly 75 per cent over

the next five years.

Quebec's student organizations vow to intensify protest action and launch information campaigns over the next two months culminating in a massive rally on Nov. 10. ■

Québec approuve le programme de
MBA « spécialisé » de McGill

DANS un volte-face surprenant, le ministère de l'Éducation du Québec a décidé de permettre à l'Université McGill d'offrir son programme de maîtrise en administration des affaires (MBA), qui débutera en septembre, de droits de scolarité annuels de 32 500 \$ — soit plus de dix fois le plafond fixé par la province.

Après avoir annoncé en mars dernier qu'il allait imposer à l'établissement une sanction de plus de 2 millions de dollars pour avoir enfreint les règles provinciales sur les droits de scolarité, le gouvernement reconnaît maintenant le caractère « spécialisé » du programme de MBA de McGill qui accentuera son orientation en affaires internationales et comprendra un séjour obligatoirement à l'étranger.

L'entente prévoit que les étudiants

inscrits au programme modifié devront être lancés à l'automne 2012 devant déboursier des frais de 34 750 \$.

Dans une déclaration en date du 19 août, la ministre de l'Éducation, Line Beauchamp, a précisé que le caractère spécialisé du programme de McGill « n'est pas une exception, car d'autres institutions québécoises offrent déjà des programmes au statut similaire ».

Mais les organisations étudiantes n'y croient pas. Dans un communiqué commun, la Fédération étudiante universitaire du Québec (FEUQ) — la principale organisation étudiante de la province — et l'Association des étudiants et étudiantes des deuxième et troisième cycles de l'Université McGill ont fait savoir que le gouvernement instaurait ainsi un système d'éduca-

tion à deux vitesses.

« En fait, le gouvernement dit aux dirigeants de l'établissement de faire ce que bon leur semble, car tôt ou tard il leur donnera le droit de faire ce qu'ils voudront bien faire avec leur programme », explique Martine Desjardins, présidente de la FEUQ.

L'approbation du programme de MBA de McGill arrive au moment où le gouvernement québécois s'apprête à augmenter les frais de scolarité de près de 75 % sur les cinq prochaines années.

Les organisations étudiantes du Québec promettent d'intensifier leurs mouvements de protestation et de lancer des campagnes d'information au cours des deux prochains mois, dont le point culminant sera un rassemblement massif le 10 novembre prochain. ■

L'IE adopte une résolution de l'ACPPU

→ Suite de la PAGE A1

naires internationaux pour pouvoir faire face à ces défis. La NAGRAT a accompli un excellent travail de mobilisation de ses membres dans des conditions très difficiles. Nous avons beaucoup à apprendre de leurs expériences.

De son côté, M. Addai-Poku a salué la conclusion de l'entente et exprimé le désir d'en apprendre davantage sur les programmes de formation de l'ACPPU.

« La formation syndicale est un domaine que nous devons développer, et c'est donc pour nous une chance unique de tirer avantage des enseignements de l'ACPPU », a-t-il ajouté.

Avant l'ouverture officielle du

congrès, les affiliés de l'IE représentant des membres du secteur de l'éducation supérieure ont tenu une réunion d'une journée consacrée à l'examen de l'ordre du jour et du programme, et à la définition des priorités que l'IE devrait mettre de l'avant pour le secteur au cours des quatre prochaines années.

Invité à présenter aux participants de cette réunion un aperçu des tendances mondiales en matière d'éducation supérieure, le directeur général associé de l'ACPPU, David Robinson, s'est dit préoccupé par le « paradoxe » présent dans le secteur.

« Quasiment tous les politiciens de toutes les allégeances politiques, tous les gouvernements, tous les

chefs de file du milieu des affaires et tous les organismes internationaux reconnaissent l'importance prioritaire qu'il faut donner à l'amélioration de la qualité et de l'accessibilité de l'éducation supérieure », observe-t-il. « Et pourtant, le personnel académique dans le monde entier doit surmonter des difficultés sans précédent. Le nombre de postes précaires continue d'augmenter, les conditions de travail se détériorent et la liberté académique est de plus en plus menacée. »

M. Robinson a engagé les syndicats de personnel académique à mettre au jour cette contradiction et à revendiquer une nouvelle vision de l'éducation supérieure qui place clairement les enseignants et les chercheurs au centre du secteur. ■

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dalgrad.dal.ca/kpdf



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Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure approved by AAUP, the Association of American Colleges and Universities, and more than 200 other professional and educational organizations which have endorsed the 1940 Statement of Principles on Academic Freedom and Tenure (available at www.aaup.org).

This list is published for the purpose of informing AAUP members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of AAUP's annual meeting.

AAUP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in AAUP, nor does it affect the individual rights of members at the institution in question.

Members of AAUP have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an

institution so long as it remains on the censure list. Since circumstances differ widely from case to case, AAUP does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, DC 20005-3465) and prospective departmental colleagues. AAUP leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The list contains only administrations which are still under censure (many others have been removed from the list after improving their practices and procedures). "Report published" refers to AAUP's *Academe* volume in which a report about the institution appears. Starting in 2010 reports can be found online and in the *AAUP Bulletin*. ■

American Association of University Professors: Censure List

INSTITUTION NAME	REPORT PUBLISHED	YEAR
Grove City College PENNSYLVANIA	March 1963 (15-24)	1963
Frank Phillips College TEXAS	December 1968 (433-38)	1969
Concordia Seminary MISSOURI	April 1975 (49-59)	1975
Murray State University KENTUCKY	December 1975 (322-28)	1976
State University of New York	August 1977 (237-60)	1978
Phillips Community College of the University of Arkansas	May 1978 (93-98)	1978
Nichols College MASSACHUSETTS	May 1980 (207-12)	1980
Yeshiva University NEW YORK	August 1981 (186-95)	1982
American International College MASSACHUSETTS	May-June 1983 (42-46)	1983
Metropolitan Community Colleges MISSOURI	March-April 1984 (23a-32a)	1984
Talladega College ALABAMA	May-June 1986 (6a-14a)	1986
Pontifical Catholic University of Puerto Rico	May-June 1987 (33-38)	1987
Husson College MAINE	May-June 1987 (45-50)	1987
Hillsdale College MICHIGAN	May-June 1988 (29-33)	1988
Southeastern Baptist Theological Seminary NORTH CAROLINA	May-June 1989 (35-45)	1989
The Catholic University of America DISTRICT OF COLUMBIA	September-October 1989 (27-40)	1990
Oean College MASSACHUSETTS	May-June 1991 (27-32)	1992
Baltimore City Community College MARYLAND	May-June 1992 (37-41)	1992
Loma Linda University CALIFORNIA	May-June 1992 (42-49)	1992
Clarkson College NEBRASKA	May-June 1993 (46-53)	1993
North Greenville College SOUTH CAROLINA	May-June 1993 (54-64)	1993
Savannah College of Art and Design GEORGIA	May-June 1993 (65-70)	1993
University of Bridgeport CONNECTICUT	November-December 1993 (37-45)	1994
Benedict College SOUTH CAROLINA	May-June 1994 (37-46)	1994
Bennington College VERMONT	January-February 2005 (51-54)	2005
Alaska Pacific University	March-April 1995 (91-103)	1995
St. Bonaventure University NEW YORK	January-February 1998 (70-75)	1998
National Park Community College ARKANSAS	May-June 1996 (32-39)	1996
July-August 1996 (65-73)		1996
May-June 1996 (41-46)		1996
Saint Meinrad School of Theology INDIANA	July-August 1996 (51-60)	1997
Minneapolis College of Art and Design MINNESOTA	May-June 1997 (53-58)	1997
Brigham Young University UTAH	September-October 1997 (52-71)	1998
University of the District of Columbia	May-June 1998 (46-55)	1998
Lawrence Technological University MICHIGAN	May-June 1998 (56-62)	1998
Johnson and Wales RHODE ISLAND	May-June 1999 (46-50)	1999
Albertus Magnus College CONNECTICUT	January-February 2000 (54-63)	2000
Charleston Southern University SOUTH CAROLINA	January-February 2001 (63-77)	2001
University of Oubuque IOWA	September-October 2001 (62-73)	2002
Meharry Medical College TENNESSEE	November-December 2004 (56-78)	2005
University of the Cumberland KENTUCKY	March-April 2005 (99-113)	2005
Virginia State University	May-June 2005 (47-62)	2005
Our Lady of Holy Cross College LOUISIANA	January-February 2007 (60-68)	2007
Bastyr University WASHINGTON	March-April 2007 (106-120)	2007
Cedarville University OHIO	May-June 2009 (58-84)	2009
Nicholls State University LOUISIANA	November-December 2008 (60-69)	2009
North Idaho College	May-June 2009 (85-92)	2009
Stillman College ALABAMA	March-April 2009 (94-101)	2009
Clark Atlanta University GEORGIA	February 2010	2010
University of Texas Medical Branch at Galveston	April 2010	2010
Bethune Cookman University FLORIDA	October 2010	2011

Beware the Copyright Clause

➔ From PAGE A2

trouble and cost, for example, of obtaining picture rights and indexing or of conforming to the publisher's peculiar house style — tasks better assigned to professionals, who can do them quickly and efficiently.

The most iniquitous new clause deprives the author of copyright. If Pfeifferhunker assents, he will be unable to reprint his piece in his collected works, or repeat any part of it in a related work, or grant the right to reproduce it for a different readership. He will not be able to put it on his own website, if he has one. If anyone should value it enough to translate or adapt it, Pfeifferhunker will never see the financial benefit. If students or teachers make copies, the fees will go elsewhere.

To use his own work, Pfeifferhunker will have to crave the publisher's permission, wasting time and trouble and risking the prospect of inertia or rebuff in response. Should anyone mangle, cannibalise, pillage or otherwise pervert it, he will probably have no redress. If he becomes celebrated or "commodified" after his death, his heirs will get nothing from the resale of his output.

Earlier this [year], the Society of Antiquaries of London heard research Sara Perry and Matthew Johnson, professor of archaeology at the University of Southampton, talk fascinatingly about the work of Alan Sorrell, the archaeological illustrator who dominated his profession in the 1950s and whose visualisations fired the historical imaginations of a generation of British schoolchildren.

The making of his pictures was the meat of the lecture, but we learned by the way how Sorrell was forced to redraw popular, artistically

successful scenes, because, to earn his modest fees, he had to surrender copyright. We heard, too, that an internal memorandum in one of the museums he worked for explained how to recoup his fee by exploiting copyright and selling postcards and subsidiary rights.

We should remember what copyright is for — "to encourage learning," as the first British copyright law said, or, according to the World Intellectual Property Organization: "To encourage a dynamic culture, while returning value to creators so that they can lead a dignified economic existence, and to provide widespread, affordable access to content for the public."

Every time an academic forfeits copyright, the world is impoverished, as the incentive to produce original and valuable work wanes. When publishers or other commissioning bodies demand copyright, authors should resist. My work, I fear, will never have much commercial value, but as a matter of principle I never agree to surrender copyright. I concede happily what publishers really need: a licence to reproduce it themselves. Fellow scholars who value their work can, if they wish, do the same. ■

Felipe Fernández-Armesto is William P. Reynolds professor of history at the University of Notre Dame in the U.S.

This article first appeared in the 23 June 2011 edition of *Times Higher Education* (www.timeshighereducation.co.uk). Reprinted with permission.

The views expressed are those of the author and not necessarily CAUT.

ON THE NET

For practical advice on this issue please see CAUT's intellectual property advisory, *Retaining Copyright in Journal Articles*, available online at www.caut.ca/uploads/IPAdvisory1-en.pdf.

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NEWS ACTUALITÉS

Une doctorante de l'Université de Toronto lauréate d'une bourse d'excellence

SHEILA O'Keefe-McCarthy, étudiante au doctorat à l'Université de Toronto, a décroché en juillet la bourse commémorative J.H. Stewart Reid 2011-2012 décernée dans le cadre du programme de prix et de distinctions honorifiques annuels de l'ACPPU. La bourse de 5 000 \$ est accordée pour une année d'étude à une étudiante ou à un étudiant de niveau académique exceptionnel qui est inscrit à un programme de doctorat dans une université canadienne.

Mme O'Keefe-McCarthy est titulaire d'un diplôme en sciences infirmières du Collège George Brown, d'un baccalauréat en sciences infirmières de l'Université Ryerson et d'une maîtrise en sciences infirmières de l'Université de Toronto. Pour sa thèse de doctorat, elle concentre ses recherches sur le traitement de la douleur ainsi que sur l'amélioration de la douleur et de

l'anxiété pour les patients atteints d'un syndrome coronarien aigu (SCA) qui attendent de subir un cathétérisme cardiaque diagnostique urgent.

Le SCA englobe les symptômes cliniques de douleurs thoraciques intenses et d'une crise cardiaque imminente attribuable à une maladie coronarienne. Il s'agit de l'une des principales causes de décès et d'invalidité au Canada qui, comme le fait observer Mme O'Keefe-McCarthy, révèle « une situation difficile et alarmante. Si elles ne sont pas adéquatement prises en charge, la douleur et l'anxiété causées par le SCA peuvent accélérer l'évolution de la maladie et accroître les lésions cardiaques ».

Les recherches montrent que, de façon générale, les douleurs thoraciques ne sont pas suffisamment soignées à l'aide de médicaments. Aussi la doctorante vise-t-

elle par ses travaux à produire les renseignements dont la médecine a grandement besoin pour élaborer, à l'intention des personnes atteintes de cardiopathie, des cadres d'évaluation et des normes de traitement de la douleur. « Cette étude aura des répercussions de taille sur la recherche en douleur cardiaque en contribuant à renforcer les pratiques d'évaluation et de prise en charge de la douleur et de l'anxiété suivies par les infirmières de première ligne, à réduire le taux de mortalité et à alléger le fardeau des soins de santé », explique-t-elle.

Mme O'Keefe-McCarthy a publié quatre articles, un chapitre d'un livre ainsi qu'un ouvrage qui lui a été commandé; elle a présenté des communications à de nombreux colloques nationaux et internationaux; elle a siégé au comité de direction de la Société canadienne de la dou-

leur; elle a reçu, entre autres distinctions académiques, trois bourses d'études supérieures de l'Ontario et une bourse des Instituts de recherche en santé du Canada. Elle aspire à devenir chercheuse dans le domaine de la douleur cardiaque.

Les lauréats de la bourse Stewart Reid, créée par l'ACPPU pour commémorer la vie et l'œuvre de son premier secrétaire général, sont sélectionnés par un comité national qui était composé cette année de Tom Booth, professeur de botanique à l'Université du Manitoba et ancien président de l'ACPPU, de Chris Ferns, professeur d'anglais à l'Université Mount Saint Vincent, et de Loretta Czernis, professeure retraitée de sociologie à l'Université Bishop's et ancienne présidente de l'ACPPU. ■

English on page A6.

McGill: Contract Academic Staff Join Union

CONTRACT academic staff at McGill University have become the latest unionized group on campus.

The 1,300 members in the bargaining unit that includes all course lecturers and instructors were balloted for certification earlier this year and voted overwhelmingly to join the Association of Graduate Students Employed at McGill.

"This is a huge victory for the part-time teaching staff and has been a long time in the making," said Lerona Lewis, president of AGSEM.

Contract academic staff at McGill were the only ones in Quebec not unionized until now and earn significantly less per course than their colleagues in the province's other universities, even after pay hikes aimed at dissuading potential union members during the campaign.

University administrators and the union now have 90 days to begin negotiating a collective agreement for the new unit.

AGSEM also represents separate bargaining units of teaching assistants and exam invigilators, both of which are in prolonged contract negotiations with the employer — the 1,500 teaching assistants to replace their contract that expired June 30, and exam invigilators for their first contract after being certified last year. ■

Academic Freedom in the Post 9/11 Era

→ From PAGE A10

a discussion of the roles of heavily-funded right-wing think tanks and the media in shaping popular awareness and understanding of the issues surrounding academic activities, particularly the notion of left-wing bias and right-wing victimization. Authors include three scholars who have made very important analyses of the impacts of neoliberalism on campus: Henry Giroux, Cary Nelson and John K. Wilson.

The second section comprises a detailed meditation by Ward Churchill — who had goaded the lion by publishing a strongly-worded commentary on 9/11 on the day following those events — on his fate at the hands of officials of the University of Colorado, politicians, the judiciary and the media: the revocation of his tenure, his dismissal and what has followed. Churchill's account sharply contrasts his experiences with the fine words of the university's statement of the academic freedom principle. His troubles continue: despite a 2009 trial jury's finding that Churchill's political views had been

a significant motivating factor for his dismissal, this was overturned later the same year. The decision is currently under appeal.

The next section provides two further instances of what Churchill calls the "Myth of Academic Freedom" wherein academic institutions are provoked into betraying their public principles through their treatment of members of faculty who express views on the Israel-Palestine conflict that are offensive to powerful interests. Norman Finkelstein's essay illustrates the rhetorical use of "civility" and its close cousin "collegiality" by university authorities to justify suppression of unpopular views, while Irene Gendzier shows, in a context of Middle Eastern Studies, how legislation, together with media inattention and direct distraction, can be used to insulate U.S. foreign policy from unwanted academic scrutiny through defunding academic programs.

The fourth section, "Neoliberal Freedoms, Contingency, and Capital," considers the consequences of importing business models ("managerialism") into the academic world,

something already much explored, for example in the first two CAUT Series volumes (Tudiver, 1999; Turk, 2000) and by Howard Woodhouse (2009). Specially emphasized here are the impacts of academic commercialization on students, not the least being their economic burdening and consequent distraction from academic activities through a need to take employment to mitigate their indebtedness. This section ends with a spirited call to arms from Sophia McClennen who describes and denounces the thrust towards commodification of higher education — whereby market values become substituted for social values — and away from its conception as a public good.

The volume closes with five items (three of them interviews) which in various ways consider routes to "reclaiming our academic and democratic rights": how we might take back "the open marketplace for ideas; the right to research with impunity, autonomy, and without external oversight; and the civil liberties now compromised by repressive governmental and private business inter-

ests in the academy." Along the way, Robert O'Neil wonders if things could not easily have been much worse in the post-9/11 academy than they in fact are, while Noam Chomsky wonders whether 9/11 itself in fact led to an intensification of the repression of academic liberties that was already in train.

There are now a good number of publications collecting cases, analysis and opinion about the malign impact of post-9/11 initiatives on academic life. Carvalho and Downing's volume is an important addition to this literature, especially for the unique personal documents provided by Churchill and Finkelstein. We would do well to note that almost all of the cases considered here have their counterparts in Canada. Unfortunately, the volume's usefulness is compromised by inadequate copy editing, which permitted a host of unhelpful text references to (n. pag). ■

Paul Handford is professor emeritus at the University of Western Ontario and a member of CAUT's Academic Freedom and Tenure Committee.

Syndicalisation du personnel académique contractuel à McGill

Le personnel académique contractuel de l'Université McGill est le tout dernier groupe à se joindre à un syndicat sur le campus.

Convoqués plus tôt cette année pour un scrutin d'accréditation syndicale, les 1 300 membres de l'unité de négociation représentant tous les chargés de cours et instructeurs ont voté massivement en faveur de l'adhésion à l'Association des étudiant(e)s diplômé(e)s employé(e)s de McGill (AÉÉDEM).

« C'est une immense victoire pour les chargées et chargés de cours et ça fait longtemps qu'on attend ce résultat », a déclaré Lerona Lewis, présidente du syndicat.

Les membres du personnel académique contractuel de McGill étaient les seuls des universités du Québec à ne pas être syndiqués. Ces professeurs surnuméraires payés au forfait touchent un salaire beaucoup moindre que celui de leurs vis-à-vis des autres universités de la province, même en tenant compte des augmentations qui leur ont été versées durant la campagne de syndicalisation.

L'université et le syndicat disposent maintenant de 90 jours pour amorcer la négociation d'une convention collective pour la nouvelle unité. ■

La mobilisation du personnel académique s'impose face aux menaces contre l'éducation postsecondaire

→ Suite de la PAGE A3

liser de manière dynamique et durable de sorte à pouvoir affronter les défis actuels.

Pour sa part, le comité de direction de l'ACPPU a récemment engagé son propre débat sur les façons dont l'organisme peut orienter le plus efficacement possible ses travaux consacrés à la défense de l'éducation postsecondaire, et sur les meilleures façons d'aider les associations locales à mener cette lutte. Nous comptons prochainement associer nos membres à la discussion de cette question dans le cadre de l'assemblée du Conseil en vue de déterminer et d'établir des orientations et des interventions collectives. Dans l'intervalle, cependant, deux

réflexions méritent d'être mises en lumière.

Premièrement, d'aucuns parmi le personnel académique semblent avoir l'impression que nous exerçons une profession et non pas un emploi et que, par conséquent, notre identité en tant qu'enseignant et érudit sort en quelque sorte du cadre des activités de nos associations. Ce qui, malheureusement, perpétue l'idée que la participation au travail des associations est un acte bénévole que nous accomplissons uniquement lorsque nous pouvons nous dispenser de notre « véritable » travail académique.

Il est capital que nous réfléchissions à la façon de recadrer le travail que nos associations consacrent à la défense de l'éducation post-

secondaire et de notre profession, de sorte qu'il soit considéré comme faisant partie intégrante de nos fonctions académiques habituelles. En d'autres termes, comment pouvons-nous ajouter de la valeur à ce travail pour nos membres?

Deuxièmement, je crois fermement que le travail de nos associations doit déborder du cadre de nos conventions collectives si nous voulons défendre efficacement l'éducation postsecondaire. De toute évidence, l'ampleur des menaces auxquelles celle-ci est exposée s'étend à un grand nombre de questions qui ne peuvent être résolues si nos actions sont limitées à la teneur des dispositions de nos conventions. Nous ne pouvons pas non plus négliger le fait que nos conventions

ne sont pas à l'abri des interventions législatives et judiciaires. C'est pourquoi nous devons envisager notre travail dans une perspective plus vaste et polir davantage nos activités pour être en mesure de relever les défis auxquels nous sommes confrontés.

Alors, qu'en est-il du « qui » et du « comment »? C'est à nous — les membres du personnel académique et les associations dans tout le pays — qu'il appartient d'assumer collectivement la défense de l'éducation postsecondaire et de notre profession, car peu d'autres s'en chargeront. Et pour y arriver, nous avons beaucoup de besogne à abattre. Mais je suis convaincu que nos discussions sauront nous montrer la voie à suivre. ■

CAREERS CARRIÈRES

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ISSUE NUMERO	CLOSING DATE DATE DE TOMBÉE
November 2011 novembre	October 12 octobre 2011
December 2011 décembre	November 09 novembre 2011
January 2012 janvier	December 07 décembre 2011
February 2012 février	January 11 janvier 2012
March 2012 mars	February 08 février 2012
April 2012 avril	March 14 mars 2012
May 2012 mai	April 11 avril 2012
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Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le Bulletin de l'ACPPU sont indiquées ci-dessus. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du Bulletin n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date de tombée des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du Bulletin.

A

ACCOUNTING – Wilfrid Laurier University. The School of Business & Economics at Wilfrid Laurier University invites applications for several tenure-track positions at the assistant professor level in the Accounting area, commencing July 1, 2012. These positions are open to applicants with research and teaching interests in all areas of accounting but teaching needs are acute in financial accounting, assurance and information systems. Having a professional designation will be an asset. Applicants without a designation will be encouraged to obtain one. Applicants for the position must meet the minimum qualification of a PhD in Accounting or completion of a PhD in Accounting within one year. Applicants must also exhibit an interest in and the capacity to conduct quality scholarly research and exhibit the potential for a high level of teaching competence at both the graduate and undergraduate levels. Applicants with behavioral or analytical research backgrounds and/or experience in the accreditation processes of professional accounting bodies are encouraged to apply. For a detailed position description, visit our website at <http://www.wlu.ca/academic/postings/bus.shtml>.

ACCOUNTING – Wilfrid Laurier University. The School of Business & Economics at Wilfrid Laurier University invites applications for a senior position at the associate or full professor level in the Accounting area, commencing July 1, 2012. This position is subject to budgetary approval. The position is open to applicants with research and teaching interests in all areas of accounting but teaching needs are acute in financial accounting, assurance and information systems. Having a professional accounting designation will be an asset. Applicants without a designation will be encouraged to obtain one. Applicants must meet the minimum qualification of a PhD in Accounting. Applicants must also demonstrate the ability to conduct high quality scholarly research and exhibit the potential for a high level of teaching competence at both the graduate and undergraduate levels. Preference will be given to applicants with past PhD student supervision experience and an established record of high quality research publications in accounting. Applicants with behavioral or analytical research backgrounds and/or experience in the accreditation processes of professional accounting bodies are encouraged to apply. For a detailed position description, visit our website at <http://www.wlu.ca/academic/postings/bus.shtml>.

ACCOUNTING (2 POSITIONS) – Memorial University of Newfoundland. Applications are invited for two tenure-track faculty positions in accounting at all ranks with a proposed commencement date of July 1, 2012. Salary will be commensurate with qualifications and experience. The positions are subject to budgetary approval. The successful ap-

plicants will be expected to teach undergraduate and graduate courses as well as to conduct research in auditing, financial accounting, management accounting, tax, or a related discipline. Applicants should have a PhD/DBA in accounting and have a demonstrated commitment to teaching and research quality in a university environment. Applicants must have demonstrated research productivity commensurate with the rank of appointment. Evidence of a completed earned doctorate is required for the appointment to receive the rank of Assistant Professor or higher and to be in a tenure-track position. If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If this candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree. The Faculty of Business Administration is a leader in management education with AACSB International Accreditation. Approximately 1,000 students are registered in the undergraduate programs of the Faculty, with another 200 students completing graduate programs. The Faculty also has an active international exchange program with universities in Europe, Asia, and Mexico. For additional information about our Faculty, please visit our website at www.business.mun.ca. Applicants are asked to email a copy of their curriculum vitae and the names of three referees to caut@mun.ca, quoting the code number: YPA-BUSI-2012/11-001. Deadline for receipt of applications is November 1, 2011. For further information on the position, please contact Dr. Mary Pecchia, Chair of the Search Committee, at (709) 854-8851 or fax: (709) 854-2467 or email: dean@mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating experience for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

ACTING (THEATRE) – York University. The Department of Theatre invites application for a nine-month Contractually Limited Appointment (CLA) teaching position in Acting, at the Assistant Professor level, with graduate and undergraduate teaching responsibilities, effective August 15, 2012, subject to budgetary approval. In addition to teaching, the appointment will include service at the departmental level. The position requires a person qualified to teach Acting at all levels in the undergraduate Acting Conservatory and at the Graduate level for the MFA in Acting. Experience teaching Directing and/or Acting for the Camera is an asset. She must have extensive professional experience acting and/or directing in the professional theatre, plus a proven record of teaching acting for the profession and at a University level. The Acting Area of the Department of Theatre includes a three-year undergraduate conservatory and a two-year graduate program in Acting. York's Department of Theatre has over 400 students pursuing BFA or BA degrees in Performance, devised theatre, theatre studies, playwriting, production and design. The Graduate Program includes a PhD and MA in Theatre Studies and an MFA in acting, directing, design and a directing partnership with Canadian Stage, a large professional regional theatre as well as a Diploma in Voice Teaching. The department has the only MFA in Acting in Canada and is in the forefront of developing sustainability in design for performance at the graduate level. The qualified candidate will hold an appropriate MFA degree or recognized training certificate, with teaching and acting/directing experience. Salary will be commensurate with the qualifications and experience of the candidate. Application deadline: Friday, December 2, 2011. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, teaching evaluations if available, and the names, addresses, and telephone numbers (plus fax and e-mail, if possible) of three referees should be sent to: Search Committee, c/o Mary Pecchia, Room 320, Department of Theatre, Centre for Film and Theatre, York University, 4700 Keele St., Toronto, Ontario, Canada, M3J 1P3; Tel: 416-736-2100 ext 56265; Fax: 416-736-5785; Email: pecchia@yorku.ca. Canadian citizens and permanent residents will be given priority. Temporary entry for citizens of the U.S.A. and Mexico may apply for the position of the North American Free Trade Agreement (NAFTA).

ANTHROPOLOGY – Carleton University. The Department of Sociology and Anthropology at Carleton University invites applications for a tenure-track position in the Anthropology of Gender at the rank of Assistant Professor, to commence July 1, 2012. We seek a sociocultural anthropologist who does ethnographic research on gender, including its interaction with other forms of social differentiation, and in relation to such topics as kinship, sexuality, conflict, globalization, health, language and performance. Applicants should have a PhD in Anthropology by the time of appointment, an active research profile oriented towards publication in the discipline's top international

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As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no body by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 1133 Nineteenth Street, NW, Suite 200, Washington, DC 20036; Tel: (202) 737-5900 or visit www.aaup.org.

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Le Bulletin de l'ACPPU n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique (www.acppu.ca/pages.asp?page=247&lang=2) énonce des principes fondamentaux de cette organisation. Le comité de rédaction du Bulletin de l'ACPPU se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où le teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités lésant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 1133 Nineteenth Street, NW, Suite 200, Washington, DC 20036; tél: (202) 737-5900, ou de visiter www.aaup.org.

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CALL FOR CARRIÈRES

journals, and demonstrated excellence in teaching. The successful candidate must have a strong background in preparation to do core teaching in both the undergraduate and graduate programs, as well as in the field of astrophysics and astrophysics education. The candidate will be expected to develop a program of research leading to significant peer-reviewed publications, and to contribute effectively to academic life in the department. Preferred candidates will be able to expand our program's topical and ethnographic area course offerings. In addition to a cv and covering letter, applicants should provide a writing sample, evidence of teaching effectiveness, and arrange for the arrival of three letters of reference by November 7, 2011, when review of applications will begin, and continue until the position is filled. Applications and letters of reference should be addressed to Peter Goss, Chair (Latin: Anthropology of Gender position), Department of Sociology and Anthropology, Carleton University, 1125 Colonel By Ave., Ottawa, Ontario, K1S 5B6. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social justice. We encourage all who would contribute to the further diversification of our faculty to their scholarship including, but not limited to, women, visible minorities, ethnic minorities, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply but applications from Canadians and permanent residents will be given priority. This position is subject to budgetary approval.

APPLIED MECHANICAL ENGINEERING – University of New Brunswick. We are seeking applications for a tenure-track Instructor stream position in Mechanical Engineering and in the area of Applied Mechanics and demonstrate the potential for a leadership role in the development of our undergraduate program. Demonstrated achievements in teaching are a requirement for this position with additional industrial experience considered a strong asset. The successful candidate will be expected to teach undergraduate courses and labs, engage in the development and delivery of the Mechanical Engineering undergraduate program, and be eligible for registration as a Professional Engineer in the Province of New Brunswick. An earned doctorate in Mechanical Engineering is required, as well as an asset but not a requirement. Applications, including a curriculum vitae, a teaching dossier (if available), and the names of three academic references, should be sent to: Professor Andrew Gerber, P.Eng., Chair, Department of Mechanical Engineering, University of New Brunswick, Box 4400, Fredericton, NB, E3B 5A3, Fax: (506) 453-5025; E-mail: susan@unb.ca. Review of applications will begin immediately and continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. THE UNIVERSITY OF NEW BRUNSWICK

PRINCIPLE OF EMPLOYMENT EQUITY – **ASTROPHYSICS (CITA NATIONAL FELLOWSHIPS)** – University of Toronto. CITA is a national centre for theoretical astrophysics located at the University of Toronto. As part of its mandate to promote research throughout Canada, the Institute provides partial support for postdoctoral fellows working in theoretical astrophysics or closely related fields at Canadian universities other than the University of Toronto, through its National Fellowships Program. The responsibility for identifying and nominating potential candidates is shared among the CITA National Fellows who will work at that university with the faculty at that university. Only faculty at Canadian universities may submit nominations. The deadline for these nominations November 15, 2011 for fellowships to start in September 2012. Please check with the nominating institution for their internal deadlines. If you are interested in applying for National Fellowships at other universities in the field of astrophysics, contact any of the following by email or check department websites for further research and application details: Professor Alan Cole, Dalhousie University (a.cole@dal.ca); Professor Hough Couchman, McMaster University (http://www.sfu.ca/physics/couchman/); Professor Falk Herwig, University of Victoria (herwig@uvic.ca); Professor Natasha Howie, University of Alberta (http://www.ualberta.ca/~vanoval/); Professor Luis Lehner, University of Guelph (lehn@uoguelph.ca); Professor Eric Peterson, University of Guelph (epeterson@uoguelph.ca); Professor Douglas Scott, University of British Columbia (http://www.astrophys.ubc.ca/~dscott/).

ASTROPHYSICS (POSTDOCTORAL FELLOWSHIPS) – University of Toronto. CITA is a national centre for theoretical astrophysics located at the University of Toronto. The Institute expects to offer several postdoctoral fellowships of two to three years. The starting date will be September 1, 2012. Funds will be available for travel and other research expenses. A PhD in any field of astrophysics is required. Fellows are expected to carry out original research in theoretical astrophysics under the general supervision of the permanent faculty whose interests include: cosmology, interstellar matter, nuclear and relativistic astrophysics, solar physics, star and planet formation, high energy astrophysics. Visit the CITA website at: <http://www.cita.utoronto.ca> for application instructions. We only accept electronic submissions. Applicants will be asked to submit a curriculum vitae, statement of research interests and arrange for three letters of recommendation. The deadline for applications and all letters of recommendation is November 15, 2011. This University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of the Institute.

ASTROPHYSICS (RESEARCH ASSISTANT POSITIONS) – University of Toronto. CITA is a national centre for theoretical astrophysics located at the University of Toronto. CITA expects to offer one or more Research Assistant positions of three to five year duration. The start date will be September 1, 2012. Applicants should have an excellent research record in astrophysics and postdoctoral experience. Funds will be available for travel and

other research expenses. The primary duty is to carry out original research in theoretical astrophysics, but Research Assistants are also expected to work with postdoctoral fellows and to assist with the administration of the Institute. The applicants for these positions are also considered automatically for postdoctoral fellowships. We only accept electronic submissions. Visit the CITA website at: <http://www.cita.utoronto.ca> for application instructions. Applicants will be asked to submit a curriculum vitae, statement of research interests and arrange for three letters of recommendation. The deadline for applications and all letters of recommendation is November 15, 2011. All qualified candidates are encouraged to apply; although Canadians and permanent residents will be given priority. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, Aboriginal peoples and persons with disabilities.

BIOGEOGRAPHY – University of British Columbia. The Department of Geography at the University of British Columbia (www.geog.ubc.ca) is seeking applications for a position in Biogeography at the level of a tenure-track Assistant Professor or tenured Associate Professor. The successful candidate will have research interests that extend across the department's strengths in Biogeosciences. These include ecosystem-climate interactions, global environmental change, physical hydrology, biogeomorphology, and riparian and freshwater ecosystems. We particularly welcome candidates with interests in environmental reconstruction and/or ecosystem modelling (such as, but not limited to, dendroecology, paleolimnology, landscape dynamics, and land cover change). An interest in research and teaching related to the human dimensions of environmental change would be an asset. Applicants should have a PhD in Geography or a closely related discipline, and a proven record of excellence in research and teaching at both the undergraduate and graduate levels. The successful applicant will be expected to maintain an outstanding program of externally funded research, scholarly research leading to publication, teaching in our undergraduate and graduate programs in Biogeosciences and Environment and Sustainability, graduate supervision, and service. The anticipated start date for the appointment, which is subject to final budgetary approval, is July 1, 2012. Applicants should submit a letter of application, a CV, and evidence of teaching effectiveness to: recruitment@geog.ubc.ca. They should also arrange for three confidential reference letters to be sent to the same email address. All materials must be received by November 15, 2011. Salary will be commensurate with qualifications and experience. UBC hires on the basis of merit and is committed to diversity within its community. All qualified persons are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents of Canada. UBC is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity. All qualified persons may contribute to the further diversification of ideas. For more information, email: recruitment@geog.ubc.ca.

BIORESOURCE ENGINEERING (AGRICULTURAL & GREEN BUILDING DESIGN) – McGill University. The Department of Bioresource Engineering (www.mcgill.ca/bioeng/) is seeking outstanding individuals for a tenure-track position at the Assistant or Associate Professor level. The successful candidate will address a range of interdisciplinary issues in the discipline, the overall target area being design of green buildings used for agriculture and food production. Initiation of biological systems economic processes in sustainable building design (including water collection, green wall and roof systems, heat island mitigation, and waste reduction) and climate control for biological and agricultural buildings. Candidates with expertise in related areas of bioresource engineering may also apply. Applicants will have an earned PhD and an excellent publication record for their work in the field. The successful candidate will develop a strong, independent research program supported by external research funds, and teach at both the undergraduate and graduate levels in bioresource engineering. Applicants must be eligible for membership in a Canadian professional engineering association. The following materials should be included in the application: curriculum vitae, a statement of teaching and research interests, the names of three referees, and copies of relevant publications. Applications should be mailed to: Dr. Shiv Prasher, Chair, Bioresource Engineering, Macdonald Campus of McGill University, 2111 Lakeshore Blvd., Ste-Anne-de-Bellevue, QC, H9X 3V9, Canada. Deadline for applications is October 30, 2011; a start date of June 1, 2012, or earlier, is foreseen for the position. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

BIORESOURCE ENGINEERING (WATER ENGINEERING) – McGill University. The Department of Bioresource Engineering (www.mcgill.ca/bioeng/) is seeking outstanding individuals for a tenure-track position at the Assistant or Associate Professor level. The successful candidate will address a range of interdisciplinary issues in the discipline, the overall target area being design of green buildings used for agriculture and food production. Initiation of biological systems economic processes in sustainable building design (including water collection, green wall and roof systems, heat island mitigation, and waste reduction) and climate control for biological and agricultural buildings. Candidates with expertise in related areas of bioresource engineering may also apply. Applicants will have an earned PhD and an excellent publication record for their work in the field. The successful candidate will develop a strong, independent research program supported by external research funds, and teach at both the undergraduate and graduate levels in bioresource engineering. Applicants must be eligible for membership in a Canadian professional engineering association. The following materials should be included in the application: curriculum vitae, a statement of teaching and research interests, the names of three referees, and copies of relevant publications. Applications should be mailed to: Dr. Shiv Prasher, Chair, Bioresource Engineering, Macdonald Campus of McGill University, 2111 Lakeshore Blvd., Ste-Anne-de-Bellevue, QC, H9X 3V9, Canada. Deadline for applications is October 30, 2011; a start date of June 1, 2012, or earlier, is foreseen for the position. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

BUSINESS (ACCOUNTING/FINANCE) – University of the Fraser Valley. Located in the heart of the Fraser Valley, the University of the Fraser Valley, with over 16,000 students pursuing more than 100 postgraduate programs, is committed to teaching excellence. UVF is a multi-campus institution and according to the Globe and Mail's annual Canadian University Report was at the top of the list in the small universities category, earning an A grade in most satisfaction surveys, quality of education, and teaching, and an A+ in student faculty interaction and class size. UVF is also committed to indigenous studies and to the diversification of the Fraser Valley invites applications for a full-time faculty position in the areas of Accounting and Finance within the School of Business. Located within the Faculty of Professional Studies, the School of Business has over 800 students enrolled in degree, diploma and certificate programs. The successful candidate will be expected to teach courses in Accounting and/or Finance at both the upper and lower levels of the undergraduate program. In addition, there is an expectation that faculty will actively participate in the development and promotion of the School of Business within UVF and the broader community. Engagement of faculty in university and community service is one of the institution's three-fold goals of teaching, scholarship and service. The successful candidate will have a PhD (or completion of a PhD) in a business-related discipline, ideally with a specialization in Accounting or Finance. Candidates with a Master's degree in a relevant discipline, professional Accounting designation (ICA, CMA or CMAA) and considerable industry and teaching experience will also be considered. Candidates must provide evidence of recent teaching experience including teaching evaluations in a relevant subject area at the undergraduate level of an accredited university or college as well as evidence of past and current scholarly activity. Direct curriculum vitae or resume including evidence of appropriate qualifications, and three letters of reference, relating to Posting 2011-104 to Employee Services University of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada V2S 7M6, Tel: (604) 858-1535; Fax: (604) 854-1535; Website: www.uvf.ca; Email resumes to: enrol@uvf.ca. The Selection Advisory Committee will begin reviewing applications on November 1, 2011; however, the position will remain open until filled. Shortlisted applicants may be required to undergo a criminal record check. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to foster an environmentally and fiscally responsible UVF will contact only candidates receiving an interview. We thank all applicants for considering UVF for employment. UVF is an equal opportunity employer. The successful candidate to the principle of equity in employment.

BUSINESS (DEAN) – Camosun College. Located in Victoria BC, Camosun College, School of Business offers a diverse range of business programs serving approximately 3,000 students with over 50 full-time faculty members. For more information on the assignment of knowledgeable professionals and part-time instructors drawn from business, industry and the public sector to teach in our programs. All programs promote career development by focusing students on the application of practical and theoretical principles. Many of our business programs are designed to ladder into other programs, degrees or professional designations. The Dean provides vision with responsibility for educational leadership and effective management of the school. This is your opportunity to inspire the lives of others through a meaningful position in one of Canada's most beautiful cities. Closing date: September 15, 2011. For more information on Camosun College, and this unique opportunity, visit www.camosun.ca/careers.

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BUSINESS (ACCOUNTING/FINANCE) – University of the Fraser Valley. Located in the heart of the Fraser Valley, the University of the Fraser Valley, with over 16,000 students pursuing more than 100 postgraduate programs, is committed to teaching excellence. UVF is a multi-campus institution and according to the Globe and Mail's annual Canadian University Report was at the top of the list in the small universities category, earning an A grade in most satisfaction surveys, quality of education, and teaching, and an A+ in student faculty interaction and class size. UVF is also committed to indigenous studies and to the diversification of the Fraser Valley invites applications for a full-time faculty position in the areas of Accounting and Finance within the School of Business. Located within the Faculty of Professional Studies, the School of Business has over 800 students enrolled in degree, diploma and certificate programs. The successful candidate will be expected to teach courses in Accounting and/or Finance at both the upper and lower levels of the undergraduate program. In addition, there is an expectation that faculty will actively participate in the development and promotion of the School of Business within UVF and the broader community. Engagement of faculty in university and community service is one of the institution's three-fold goals of teaching, scholarship and service. The successful candidate will have a PhD (or completion of a PhD) in a business-related discipline, ideally with a specialization in Accounting or Finance. Candidates with a Master's degree in a relevant discipline, professional Accounting designation (ICA, CMA or CMAA) and considerable industry and teaching experience will also be considered. Candidates must provide evidence of recent teaching experience including teaching evaluations in a relevant subject area at the undergraduate level of an accredited university or college as well as evidence of past and current scholarly activity. Direct curriculum vitae or resume including evidence of appropriate qualifications, and three letters of reference, relating to Posting 2011-104 to Employee Services University of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada V2S 7M6, Tel: (604) 858-1535; Fax: (604) 854-1535; Website: www.uvf.ca; Email resumes to: enrol@uvf.ca. The Selection Advisory Committee will begin reviewing applications on November 1, 2011; however, the position will remain open until filled. Shortlisted applicants may be required to undergo a criminal record check. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to foster an environmentally and fiscally responsible UVF will contact only candidates receiving an interview. We thank all applicants for considering UVF for employment. UVF is an equal opportunity employer. The successful candidate to the principle of equity in employment.

BUSINESS (DEAN) – Camosun College. Located in Victoria BC, Camosun College, School of Business offers a diverse range of business programs serving approximately 3,000 students with over 50 full-time faculty members. For more information on the assignment of knowledgeable professionals and part-time instructors drawn from business, industry and the public sector to teach in our programs. All programs promote career development by focusing students on the application of practical and theoretical principles. Many of our business programs are designed to ladder into other programs, degrees or professional designations. The Dean provides vision with responsibility for educational leadership and effective management of the school. This is your opportunity to inspire the lives of others through a meaningful position in one of Canada's most beautiful cities. Closing date: September 15, 2011. For more information on Camosun College, and this unique opportunity, visit www.camosun.ca/careers.

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Western

The University of Western Ontario
Faculty of Social Science

Assistant Professor in Human Resource Management

DAN Management and Organizational Studies

DAN Management and Organizational Studies is an innovative and rapidly expanding interdisciplinary undergraduate program in the Faculty of Social Science (FSS) at The University of Western Ontario (UWO) with over 3,000 students enrolled. This unique program combines management studies with a strong foundation in the social sciences, and candidates demonstrating a commitment to working in an interdisciplinary environment will be preferred. FSS is the largest faculty at UWO with over 6,000 undergraduates and 400 graduate students enrolled, and it is one of the largest and top-ranked social science faculties in Canada. Over a third of all FSS students are enrolled in the undergraduate DAN Program, and plans to offer a graduate program are currently under development.

Applications are invited for a three year Limited Term full time appointment (with potential for conversion to a Tenure Track appointment) at the rank of Assistant Professor in Human Resource Management. Candidates for this position must have a PhD (or expected completion in 2012) in Human Resource Management or a related area, and have a research program that is focused primarily on HRM topics. Applicants must possess a strong record of scholarly research and publications, and evidence of excellent teaching ability, or evidence of potential in these areas (e.g., a stream of work in progress that has the potential to yield publications in leading refereed journals). The successful candidate will be expected to maintain a strong research program, and have experience/expertise to teach undergraduate courses in two of the following areas: Compensation and Benefits, Training and Development, Occupational Health and Safety, Industrial and Labor Relations, Human Resource Planning, Personnel Recruitment and Selection, Strategic Human Resource Management.

Rank and salary will be commensurate with previous performance, qualifications and experience in accordance with the Collective Agreement. The appointment is effective July

CAREERS CARRIÈRES



Schulich School of Medicine & Dentistry | The University of Western Ontario Positions in Clinical Dentistry

Applications are invited for the following probationary (tenure-track) or limited term appointments at the rank of Assistant Professor in Schulich Dentistry effective as early as January 1, 2012:

Three (3) positions as Dental Clinicians or Clinician Scientists

A probationary appointment may be offered to a candidate that has an outstanding record of research and publication. Exceptional candidates may be considered for a tenured appointment at the Associate Professor or Professor rank, commensurate with qualifications and experience. A consulting privilege of one day/week is available and the opportunity for intramural practice exists.

Candidates must possess a DDS/DMD degree (or equivalent), have completed at least two years full-time postgraduate specialist training in the area for which they are applying and be eligible for full or academic licensure within the Province of Ontario. Preference will be given to those that demonstrate aptitude in one or more of the following areas: Diagnosis and treatment planning, geriatrics, dental informatics, multidisciplinary patient care, teaching of critical thinking, inter-professional education, international dentists program, and potential collaboration with existing research that adds value.

Successful candidates will have a commitment to and demonstrated aptitude for teaching, and will be expected to teach at the didactic, pre-clinical and clinical levels and do some academic or clinical administration. The successful candidate will contribute to both the graduate and undergraduate programs. Probationary candidates will be expected to maintain an ongoing research program resulting in peer-reviewed publications. The successful candidates will serve in community, professional and administrative roles. Positions will entail active collaboration with colleagues and, therefore, we are seeking team players.

With a full-time enrolment of 32,000, The University of Western Ontario graduates students in a full range of academic and professional programs. The University campus is in London, a city of 340,000, located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". London boasts an international airport, galleries, theatre, music and sporting events. See <http://www.goodmovielondon.com> to learn more. Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families.

Applicants should send 1) a cover letter, 2) curriculum vitae, 3) reprints of selected publications, 4) brief outline of future research plans and 5) the names of three references to: Dr. H. S. Sandhu, Director of Dentistry, Schulich School of Medicine & Dentistry, The University of Western Ontario, London, ON, Canada, N6A 3C1. Applications will be accepted until the positions are filled. Consideration of applicants will include an assessment of previous performance, experience, and qualifications, including those which go beyond the requirements for the position.

For further information, please see:
www.schulich.uwo.ca/dentistry | www.city.london.on.ca

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.



Dean, Alberta School of Business

The University of Alberta invites nominations and applications for the position of Dean, Faculty of Business (known as the Alberta School of Business). The appointment, for an initial five-year term, begins July 1, 2012.

The University of Alberta in Edmonton is one of Canada's top teaching and research universities, with an international reputation for excellence across the humanities, sciences, creative arts, business, engineering, and health sciences. Home to more than 38,000 students and 15,000 faculty and staff, the university has an annual budget of more than \$1.4 billion and attracts \$536 million in sponsored research revenue. It offers close to 400 rigorous undergraduate, graduate, and professional programs in 18 faculties on five campuses—including one rural and one francophone campus. The university has approximately 230,000 alumni worldwide. Edmonton, the provincial capital, is a vibrant, friendly city of more than a million people, offering a rich cultural and recreational life. The largest of the U of A's five campuses is situated adjacent to the spectacular North Saskatchewan River Valley and is less than a four-hour drive from the Rocky Mountains.

The Alberta School of Business is one of Canada's leading business schools, and one of the largest, offering internationally renowned Bachelor of Commerce, MBA, Master of Financial Management, and PhD in Business Management programs. The Faculty is consistently rated among the best in Canada in terms of research, teaching and community involvement; in 2010 it was ranked 37th globally for overall research output by the Financial Times. It is the first Canadian business school to be accredited by the Association to Advance Collegiate Schools of Business in 1968 and has maintained its accreditation. With 72 full-time faculty members, 52 sessional lecturers, and 111 staff, the school offers a diversity of programs, research that is recognized as being in the top 5% of publicly funded universities

worldwide, and a high standard of achievement in the career development of its alumni.

The Dean of the Faculty of Business is responsible to the Provost and Vice-President (Academic) for the supervision and administration of all operations of the Faculty, including the budget and fund development. In addition to their role as senior officers of the Faculties, Deans also serve as senior administrators of the University.

The successful candidate must possess an earned doctorate and be eligible for appointment at the rank of professor. A record of outstanding senior academic and administrative leadership and demonstrated success in external relations, fundraising, and in building and maintaining relationships at various levels are considered critical for the Dean's success. This individual will have a proven record of commitment to and support of excellence in research and teaching in fields related to business. The Dean of Business must possess highly developed interpersonal skills in order to inspire and engage faculty, staff, students and external communities in continuing to advance the success of the Alberta School of Business.

Consideration of candidates for this position will begin in September 2011.

For more information, please see Competition No. A103114650 at www.careers.ualberta.ca. Written nominations, applications or expressions of interest may be submitted in confidence to:

Maureen Geldart
The Geldart Group
(604) 926-0005
info@thegeldartgroup.com

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

egy. An understanding of Aboriginal culture and experience working within this Aboriginal community is desired. In addition to teaching, there is an expectation that faculty will actively participate in the development and promotion of the School of Business and entrepreneurship studies within UVF and the broader community. Engagement of faculty in university and community service is one of the institution's three-fold goals of teaching, scholarship and service. The successful candidate will ideally have a PhD (completed or near completion) in a business related discipline, preferably with a special interest in Entrepreneurship. Candidates with a Master's degree in a relevant discipline with industry and teaching experience (including teaching evaluations) in a relevant discipline at an accredited university or college as well as evidence of past and current scholarly activity related to Entrepreneurship. Management experience in an entrepreneurial venture is an asset as is a professional or industry designation. Direct curriculum vitae of resume including evidence of appropriate qualifications, and three letters of reference, referring to Posting 2011.103 to: Employee Services University of Fraser Valley, 33844 King Road, Abbotsford, BC, Canada V2M 7M6; Tel: (604) 854-4554; Fax: (604) 854-1515; E-mail: hr@ufv.ca; Email resumes to: enrolinfo@ufv.ca. The Selection Advisory Committee will begin reviewing applications on November 1, 2011; however, the position will remain open until filled. Shortlisted applicants may be required to undergo a criminal record check. All qualified candidates are encouraged to apply. However, Canadians and permanent residents of Aboriginal heritage will be given priority. In an effort to be both environmentally and fiscally responsible, UVF will contact only candidates receiving an interview. We thank all applicants for consideration of employment. UVF is committed to the principle of equity in employment.

BUSINESS (MARKETING) – University of Windsor. The Ontario School of Business at the University of Windsor invites applications for a tenure-track position at the rank of Assistant Professor in the area of Marketing commencing July 1, 2012. For a detailed position description visit our website at: www.uwindsor.ca/ocbs/positions. Contact: Dr. Alan Cornejo, Dean, Ontario School of Business, University of Windsor, 401 Sunset Ave., Windsor, Ontario, N9B 3P4; Tel: (519) 253-3000, Ext. 3091; Fax: (519) 975-7073; Email: acornejo@uwindsor.ca. For information on the University of Windsor or the City of Windsor, please contact: Patricia Coates, Faculty Recruitment at 787-6658 (Toll free) within North America, call collect outside of North America at: 001-519-561-1432 or Email: recruitment@uwindsor.ca.

CANADIAN STUDIES – Carleton University. The Indigenous Studies Program in Carleton University's School of Canadian Studies invites applications for a two-year term position as the Sun Yat-Sen Visiting Aboriginal Scholar. The appointment will begin in July 1, 2012 or earlier by mutual agreement. This position forms part of Carleton's Aboriginal Academic Initiative to increase the presence of Aboriginal faculty and students on campus, as well as the Aboriginal content in our curriculum, and consequently is open only to Aboriginal applicants (First Nations, Métis, Inuit). We particularly invite applications from Aboriginal scholars who have recently completed a doctorate, or who have done so by June 2012. Applicants should have a PhD in an area of scholarship appropriate for the Indigenous Studies program, a strong commitment to scholarship as reflected in conference presentations and publications, and demonstrated excellence in teaching. Duties will include teaching two lecture and/or seminar courses in each of the fall and winter terms, and the mentoring of students in the program. For further information on Carleton's School of Canadian Studies, please see the web site: <http://www.carleton.ca/canadianstudies/>. Compensation, including a full academic salary, and a teaching dossier (if available), should be sent to: Dr. Donna Patrick, Director, School of Canadian Studies, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. Applicants should also arrange for three letters of reference to be sent separately (initial screening will begin on Monday October 3, 2011, and continue until the position is filled). Shortlisted candidates will be invited to Ottawa for an interview. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship including, but not limited to, women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply but applications from Canadian and permanent residents will be given priority. This position is subject to budgetary approval.

CELL & SYSTEMS BIOLOGY (LECTURER) – University of Toronto. The Department of Cell & Systems Biology at the University of Toronto invites applications for a teaching stream position at the rank of Lecturer beginning January 1, 2012. We encourage outstanding candidates who are interested in teaching introductory and advanced courses in the molecular life sciences with an emphasis on animal and neurophysiology to apply. The successful candidate must demonstrate excellence in teaching, a strong background in molecular cell biology and animal physiology, excellent organizational and communication skills, and the ability to work as part of a teaching team. We would expect that the successful candidate is highly motivated to adopt and further develop current pedagogical approaches for the teaching of large and small classes and student laboratories and tutorials, including the training and supervision of teaching assistants. A PhD is required, and experience with teaching very large (1500+) classes would be an asset. For more information about the Department of Cell & Systems Biology and the courses we teach, please visit our home page at: <http://www.csb.utoronto.ca/>. Salary information and application procedures will be commensurate with qualifications and experience. Applications at the rank of Lecturer may be renewed annually to a maximum of five years. In the fifth year of service, Lecturers shall be reviewed and a

recommendation made with respect to promotion to the rank of Senior Lecturer. Qualified candidates must submit their applications online at: www.jobs.utoronto.ca/faculty.htm. Applicants should submit a single pdf file (c2mb) that includes a cover letter, their curriculum vitae and philosophy of teaching statement. Applicants should also arrange for at least three confidential letters of recommendation to be sent directly to: Professor Ulrich Tepass, Chair, Department of Cell & Systems Biology, University of Toronto, 25 Harbord Street, Toronto, Ontario M5S 1A5, Canada, or by email to: tepass@utoronto.ca. The deadline for applications is September 20, 2011. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

CLASSICAL STUDIES – University of Western Ontario. Applications are invited for a probationary (tenure-track) position at the rank of Assistant Professor to begin July 1, 2012. Preference will be given to candidates with a demonstrated research interest in either Ancient Greek Epic or Ancient Greek Social History. The successful applicant will participate in a department offering a full range of courses and programs in classical civilization and languages. Competitive applicants will demonstrate a strong commitment to research, teaching and service, as well as a solid background in Greek and Latin philology. Applicants should have the PhD or be in the final stages of its completion. The closing date for applications is November 1, 2011. A curriculum vitae, letters from three referees (or a dossier from a university advisor), and a sample of scholarly writing should be sent to: Professor Alan Sullivan, Department of Classical Studies, The University of Western Ontario, Lawson Hall, Room 3205, London, Ontario, N6A 5B8. Positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applicants must be able to write and oral communication skills in English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

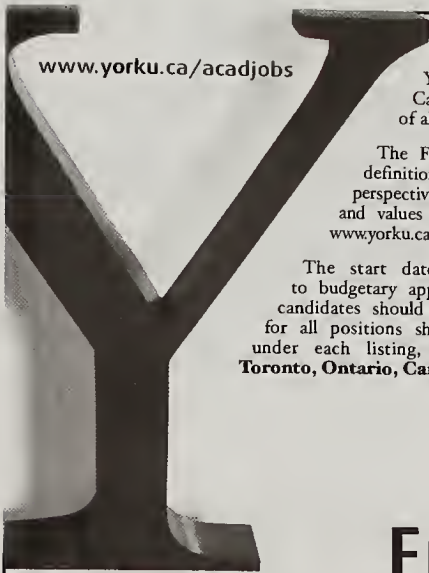
COMPARATIVE LITERATURE & ITALIAN – University of Western Ontario. The University of Western Ontario, Department of Modern Languages and Literatures (<http://www.uwo.ca/modlang/>) invites applications for a Probationary (tenure-track) position at the rank of Assistant Professor in Comparative Literature and Italian to begin July 1, 2012. A PhD in Comparative Literature or Italian, a specialization in Renaissance or modern Italian literature, expertise in literary theory, an asset, and/or near-native fluency in Italian, a proven track record in teaching and research, and an excellent scholarly profile are required. Responsibilities will include undergraduate and graduate teaching in Comparative Literature, supervision of graduate students, and communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

COMPUTING & INFORMATION SYSTEMS – Saint Mary's University. The Soboy School of Business at Saint Mary's University invites applications for a one-tenure-track position at the rank of Assistant Professor in Computing and Information Systems commencing July 1, 2012 or as soon as possible thereafter. The successful candidate will be responsible, or be near completion of, a PhD in management information systems, computing, or related fields. Canadians are encouraged to apply. Saint Mary's University is committed to research excellence, and a commitment to research excellence. Experience with information systems and visual basic application development are considered desirable. Strong teaching effectiveness, commitment to education innovation and program support, interdisciplinary business experience, well-developed communication skills, and collaborative working style are assets. The successful applicant will be expected to teach at both graduate and undergraduate levels, in addition to conducting and supervising research that contributes to the School's graduate program. The Soboy School of Business at Saint Mary's University is a balanced research/teaching institution. It has the largest business program in the Atlantic Provinces and offers AACSB accredited degrees at the undergraduate, masters and PhD levels. The business school is located in the heart of historic Halifax, Nova Scotia, the major educational and commercial centre on Canada's east coast. It is conveniently located to recreational, historical and cultural attractions, and to other major urban centres in Canada and the Northeastern United States. For further details please visit www.soboy.smu.ca. Although candidates of all nationalities are encouraged to apply, priority will be given to qualified Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity and encourages applications from qualified women and men, aboriginal peoples, visible minorities and peoples with disabilities. Applications for this position should include a letter of application, a curriculum vitae, copies of recent research papers, teaching evaluations, and three letters of reference. Applications should be sent to: Dr. Ashraf Al Zaman, Chairperson, Department of Finance, Information Systems, and Management Science, Soboy School of Business, Saint Mary's University, Halifax, NS, B3H 3C3, Canada; Email: ashraf.alzaman@smu.ns.ca. Applicants will continue to be accepted until the position is filled.

www.careers.ualberta.ca

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www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

The Faculty of Environmental Studies is a unique interdisciplinary faculty that adopts a broad definition of environment, including natural, built and social environments, and welcomes diverse perspectives and approaches. The Faculty has a strong social and environmental justice orientation, and values applied and action-oriented research. More information about the Faculty is available at www.yorku.ca/fes.

The start date for all positions is **July 1, 2012**. All positions at York University are subject to budgetary approval. Salaries will be commensurate with qualifications and experience. The successful candidates should be suitable for prompt appointment to the Faculty of Graduate Studies. Applications for all positions should be addressed to the appropriate contact person and area co-ordinates specified under each listing, at: **Faculty of Environmental Studies, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.**

The Faculty of Environmental Studies

CHAIR IN NEO-TROPICAL CONSERVATION

Applications are invited for the position of Chair in Neo-Tropical Conservation, at the Associate or Full Professor rank. The Chair position will be for five years, and will be renewable. The Chair will be responsible for leading research in the field and directing our increasingly popular Las Nubes Project (www.yorku.ca/lasnubes/) in Costa Rica. A PhD in a relevant field, at least one graduate degree in the natural sciences, and fluency in Spanish are required.

We are seeking candidates with outstanding research and publication records who will provide leadership in interdisciplinary research and action focused on neo-tropical forest ecology and community-based conservation. The successful candidate will demonstrate an ability to bridge disciplinary boundaries to facilitate collaborative research among scholars and participatory work with local communities. More broadly, the Chair will be a political advocate of neo-tropical conservation in the Americas.

Candidates must have teaching experience and be able to contribute to teaching and research at both the undergraduate and graduate levels, including supervision of doctoral research. The ability to contribute to one or more of the Faculty's certificate or diploma programs is an asset.

A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three to five most-significant publications, and the names and full contact information for three academic references should be sent, by **November 15, 2011**, to: **Chair, Neo-Tropical Conservation Search Committee, Room 126 HNES. Tel: 416.736.5252. Fax: 416.736.5679. E-mail: feshires@yorku.ca.**

GENDER, RACE AND ENVIRONMENT

Applications are invited for a tenure-track position, at the Assistant Professor level, in Gender, Race and Environment. Candidates must hold a PhD in a relevant field by the time of appointment.

We seek candidates who work at the intersections of gender, race, class and environment, such as: critical gender and race theory; gender and transnationalism; social marginalization and processes of racialization and gender/sex oppression; the relations among racialization, gender, and political ecology; and gender and anti-racist activism/politics, especially as these are articulated with issues of environmental justice and sovereignty. Also welcome are applicants whose work focuses on issues of colonialism, globalization, and indigenous race/gender justice or on the Global South (Africa, Asia-Pacific, Latin America and the Caribbean). Candidates should have demonstrated expertise in interdisciplinary scholarship. Applied experience addressing gender, race and environment issues at local/community levels is an asset.

Candidates must have teaching experience and be able to contribute to teaching, advising and research at both the undergraduate and graduate levels, including supervision of doctoral research. The successful applicant must demonstrate excellence or promise of excellence in scholarly research, teaching and service. The ability to contribute to one or more of the Faculty's certificate or diploma programs is an asset.

A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, and the names and full contact information for three academic references should be sent, by **November 30, 2011**, to: **Gender, Race and Environment Search Committee, 126 HNES. Tel: 416.736.5252. Fax: 416.736.5679. E-mail: feshires@yorku.ca.**

FOOD SYSTEMS, SOCIAL MOVEMENTS, HEALTH AND ENVIRONMENT

Applications are invited for a one-year, renewable contractually limited appointment (CLA), at the Sessional Assistant Professor level, in the area of Food Systems, Social Movements, Health and Environment. Candidates must hold a PhD in a relevant field or a Master's degree with academic or professional experience equivalent to a PhD.

We are seeking candidates who work at the intersections of food systems change, social movements, and related health and environment issues. We are particularly interested in candidates who are well versed in the conceptual and practical processes involved in the movement of food systems toward health and sustainability, using an array of mobilizing, advocacy and educational strategies. Candidates should have demonstrated expertise in interdisciplinary scholarship. Applied experience with social movement actors contributing to food system change at local and/or global levels is an asset.

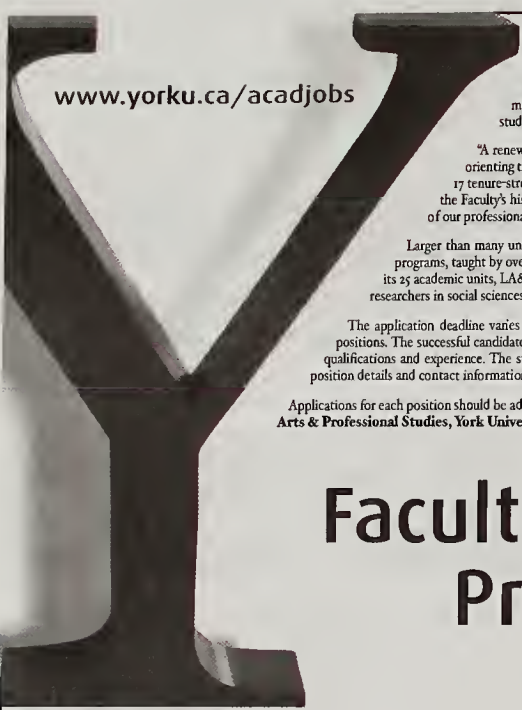
Candidates must have teaching experience and a suitable research/publication record, and be able to contribute to teaching, advising and supervising research at both the undergraduate and graduate levels. The successful applicant must demonstrate excellence or promise of excellence in teaching and service. A significant component of this position will involve working with graduate students focusing on, and conducting research in, these thematic areas. The ability to contribute to one or more of the Faculty's certificate or diploma programs is an asset.

A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, and three references (e-mail address and telephone number) should be sent, by **October 31, 2011**, to: **Food CLA, Room 126 HNES. Fax: 416.736.5679. E-mail: feshires@yorku.ca.**

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at **416.736.5713**. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. For the CLA appointment, temporary entry for citizens of the U.S.A. and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA).

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www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

"A renewed faculty complement dedicated to teaching, research, and university citizenship" is one of the five strategic goals orienting the newly adopted Strategic Planning Framework of the Faculty of Liberal Arts & Professional Studies (LA&PS). These 17 tenure-stream positions are the first step toward achieving that goal. They mark out a focused array of directions: the revival of the Faculty's historical core strengths; the strengthening of our distinctive and distinguished interdisciplinary programs; the support of our professional programs; and the inception of new initiatives.

Larger than many universities in Canada, York's Faculty of Liberal Arts & Professional Studies offers 59 undergraduate and 23 graduate programs, taught by over 1,250 full- and part-time faculty who engage with some 25,000 undergraduates and 1,800 graduate students. Within its 25 academic units, LA&PS brings together Canada's most comprehensive group of disciplinary and interdisciplinary academic programs and researchers in social sciences, humanities, and related professional programs.

The application deadline varies with the positions – please consult the individual advertisements. Late applications may be accepted for unfilled positions. The successful candidates must be suitable for prompt appointment to the Faculty of Graduate Studies. Salaries will be commensurate with qualifications and experience. The start date for all positions is **July 1, 2012**. All York University positions are subject to budgetary approval. For full position details and contact information, visit www.yorku.ca/acadjobs.

Applications for each position should be addressed to the appropriate contact person and area co-ordinates specified under each listing, at: **Faculty of Liberal Arts & Professional Studies, York University, 4700 Keele St., Toronto, Ontario, Canada, M3J 1P3.**

Faculty of Liberal Arts & Professional Studies

TENURE-STREAM APPOINTMENTS

SCHOOL OF ADMINISTRATIVE STUDIES

Financial Accounting

Applications are invited for a tenure-stream position, at the rank of Assistant Professor, in the area of Financial Accounting. A PhD in financial accounting in hand or near completion (expected by July 2012) is required, as is evidence of excellence, or the promise of excellence, in both teaching and scholarly research. Preference will be given to those with a professional designation in accounting who have university teaching experience at both undergraduate and graduate levels. The successful candidate will be expected to teach upper-level honours courses in Financial Accounting, and to contribute to graduate teaching and supervision.

Candidates should submit a signed letter of application, an up-to-date curriculum vitae, a statement of specific teaching and research interests, summaries of teaching evaluations (if available), and the names of three referees, and arrange for letters of reference to be sent directly, by **November 15, 2011**, to: **Professor Peggy Ng, Director, School of Administrative Studies, 223 Atkinson.**

DEPARTMENT OF ANTHROPOLOGY

Social/Cultural Anthropology

Applications are invited for a tenure-stream position, at the rank of Assistant Professor, in the field of Social/Cultural Anthropology within the Department's "Power, Politics and Development" research cluster. A PhD in Social/Cultural Anthropology is required at the time of appointment. Geographic areas and theoretical specializations are open, but the ideal candidate will augment existing departmental expertise. The successful candidate will demonstrate the promise of excellence and innovation in both scholarly research and teaching. The successful candidate will demonstrate an ability to teach at the undergraduate and graduate levels, in both large-format lectures and seminar-based courses, and will be expected to teach core and elective courses.

Applicants should send a cover letter, an updated curriculum vitae and a writing sample, and have three confidential letters of reference sent, by **October 31, 2011**, to: **Professor Albert Schrauwers, Chair, Department of Anthropology, 2054 Vari Hall.**

DEPARTMENT OF ECONOMICS

Empirical Microeconomics

Applications are invited for a mid-career position in Empirical Microeconomics, at the rank of Associate Professor or Full Professor. A PhD in Economics is required. The successful applicant will be an established scholar with a strong

publication record, with evidence of a commitment to teaching at all levels and to service. s/he will play an important leadership role in supporting the scholarship of a strong existing cohort of emerging and established empirical scholars, the continued development of a robust graduate program and the ongoing process of faculty renewal.

Candidates are asked to submit a signed letter of application, a curriculum vitae, a statement of research and teaching interests, teaching evaluations, and descriptions of work in progress, and arrange for three letters of reference to be sent directly, by **November 15, 2011**, to: **hiring2011@econ.yorku.ca.** Inquiries can be made to: **Professor Barry Smith, Chair, Department of Economics, 1036 Vari Hall.**

DEPARTMENT OF HISTORY

U.S. History

Applications are invited for a tenure-stream position, at the rank of Assistant Professor, in the field of U.S. History. Preference will be given to candidates whose research and teaching specialization lies in the period prior to 1900. Required qualifications include a completed PhD in history or a related discipline, and an ongoing program of research in the area of specialization. Candidates are expected to demonstrate excellence in teaching and in scholarly research, and to have produced publications appropriate to their stage of career. Candidates will be expected to teach a wide range of courses in U.S. History at all levels and to make a major contribution to the Graduate Program in History.

Applicants should submit a letter of application outlining their professional experience and research interests, an up-to-date curriculum vitae and a teaching dossier, and arrange for three confidential letters of recommendation to be sent, by **October 31, 2011**, to: **Professor Jonathan Edmondson, Chair, Department of History, 2140 Vari Hall.**

SCHOOL OF

HUMAN RESOURCE MANAGEMENT

Human Resource Management

Applications are invited for a tenure-stream position at the rank of Assistant Professor. Applicants must have a PhD in Human Resource Management or a related area, completed or near completion (with an expected defence by July 1, 2012), and evidence or promise of excellence in teaching and scholarly research. Preference will be given to those with a specialization in Strategic HRM and/or Labour and Employment law. The successful applicant will teach a range of undergraduate courses, and contribute to the graduate programs, including teaching and/or student supervision.

Applicants are requested to submit a letter of application with an up-to-date curriculum vitae, and separate statements of research and teaching experience and interests, and arrange for three letters of

reference to be sent directly, by **October 31, 2011**, to: **Dr. Parbudy Singh, Director, School of Human Resource Management, 123 Atkinson.**

DEPARTMENT OF HUMANITIES

Children's Studies, Children's Literature

Applications are invited for a tenure-stream position, at the rank of Assistant Professor, in Children's Literature. Preference will be given to candidates with a PhD specifically in Children's Literature. Candidates must have taught in the area of Children's Literature. Candidates should demonstrate a broad and deep understanding of the historical development, international reach, and contemporary theories of Children's Literature, as well as an interdisciplinary, cross-cultural approach to the role of literature in children's lives. The successful candidate's scholarship will be grounded in the intellectual traditions of the humanities, but it will bring to that tradition contemporary critical perspectives drawn from multidisciplinary approaches to childhood. The successful candidate will have a completed PhD in hand by the commencement of the appointment, will show evidence of a vigorous scholarly research agenda and promise of excellence in teaching, will teach in York's first- and second-year Interdisciplinary General Education Program, and will develop and teach upper-level undergraduate courses.

A letter of application, a curriculum vitae, three confidential letters of recommendation, and a sample of the applicant's written work (no longer than 20 pages) should be sent, by **October 31, 2011**, to: **Professor Patrick Taylor, Chair, Department of Humanities, Room 206, Vanier.**

DEPARTMENT OF LANGUAGES, LITERATURES AND LINGUISTICS

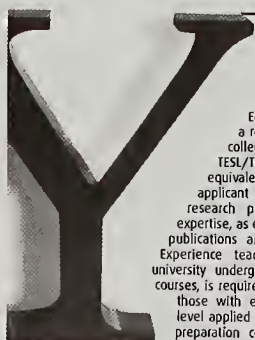
Chinese

Applications are invited for a tenure-stream position, at the rank of Assistant Professor, in Chinese. A completed PhD in Chinese, with a specialization in Modern Chinese Literature, is required by the time of appointment. The successful candidate will offer demonstrable expertise in Modern Chinese literature and culture, both on the mainland and in the diaspora. The promise of excellence in university-level Chinese language teaching is also required. Preference will be given to those with expertise in integrating cultural dimensions such as history and religion in their research and teaching of literature, and to those with experience in teaching Mandarin to a diverse student body. Native or near-native fluency in both Chinese and English is required, as is a current, relevant record of publications and conference presentations in Modern Chinese literature and culture. Candidates should show excellence or promise of excellence in teaching and in scholarly research and publication. Application deadline: **November 15, 2011.**

English as a Second Language

Applications are invited for a tenure-stream position, at the rank of Assistant Professor, in English as a Second Language. A

CAREERS CARRIÈRES



Y PhD in TESL, Second Language Education, Applied Linguistics or a related field, and a recognized, college or university administered TESL/TEFL diploma/certificate or the equivalent are required. The successful applicant will have an active scholarly research program in her/his area of expertise, as evidenced by a record of recent publications and conference presentations. Experience teaching content-based ESL to university undergraduates, preferably in credit courses, is required; preference will be given to those with experience teaching graduate-level applied linguistics courses, ESL teacher preparation courses, and/or other related areas at the university level. In addition to teaching credit ESL courses, duties will include teaching in the Faculty of Graduate Studies (Graduate Program in Linguistics and Applied Linguistics) and in the TESOL Certificate Program. Application deadline: **November 30, 2011.**

Applicants should submit a letter of application outlining their professional experience and research interests, an up-to-date curriculum vitae and a statement of research and teaching interests, and arrange for three confidential letters of recommendation to be sent, by the **stated application deadline**, to: **Professor Pietro Giordan, Chair, Department of Languages, Literatures and Linguistics, 5561 Ross Building.**

DEPARTMENT OF PHILOSOPHY

Cognitive Science

Applications are invited for a tenure-stream position, at the rank of Assistant Professor, in the area of Cognitive Science, broadly understood to include philosophy of psychology and empirically informed philosophy of mind. Applicants must have a PhD in Philosophy and evidence of excellence or promise of excellence in scholarly research and teaching and research interests in cognitive science. Preference will be given to those with teaching experience in the area. The Department of Philosophy houses a thriving undergraduate program in Cognitive Science and the successful candidate will be expected to play an active role in the program.

Applicants should submit a cover letter, an up-to-date curriculum vitae and a writing sample, and arrange for three letters of reference to be sent directly, by **October 31, 2011**, to: **Professor Robert Myers, Chair, Department of Philosophy, 5431 Ross Building.**

DEPARTMENT OF SOCIAL SCIENCE

Health & Society

Applications are invited for a tenure-stream position, at the rank of Assistant Professor, in the critical, interdisciplinary study of health, illness and health care. A relevant PhD is required. The successful candidate will demonstrate the promise of excellence in both scholarly research and teaching and will already have a strong record of health-focused critical interdisciplinary scholarship, as well as teaching experience based in the social sciences. Areas of specialization are open, but preference will be given to those with expertise in one or more of the following: global health; health of indigenous peoples; mental health; alternative health; social and environmental health movements; food and health; arts-based approaches to health; corporate involvement in health research and health care. The successful candidate will have demonstrated a commitment to interdisciplinary undergraduate teaching. S/he will teach in his or her areas of expertise, but will also teach introductory courses and will be expected to play an active role in the administration and development of the Health & Society Program. Prior experience with community-linked experiential education is also highly desirable.

International Development Studies

Applications are invited for a tenure-stream position, at the rank of Assistant Professor, in the field of International Development Studies. A relevant PhD is required. The successful candidate will demonstrate the promise of excellence in both scholarly research and teaching at the undergraduate and graduate levels, reflecting a systematic yet critical understanding of the changing narratives of development. Although areas of specialization are open, preference will be given to those with expertise in one or more of the following areas: critical approaches to the contemporary practices of development; development economics; grassroots development. Applicants must have research and work experience in the developing

world; preference will be given to those with experience in the Middle East and/or South East Asia. The successful candidate must have a good grasp of qualitative and quantitative methods used in development research. The candidate is expected to teach core and elective courses at both the undergraduate and graduate levels.

Applicants should submit a letter of application outlining their professional experience and research interests, an up-to-date curriculum vitae and a teaching dossier, and arrange for three confidential letters of recommendation to be sent, by **October 31, 2011**, to: **Professor Kimberley White, Chair, Department of Social Science, 5737 Ross Building.**

SCHOOL OF SOCIAL WORK

Applications are invited for a tenure-stream position at the rank of Assistant Professor. The School of Social Work has BSW, MSW and PhD programs. A recognized leader in critical social work education across Canada, and is committed to educating social workers in practices that further the goal of social justice. Candidates must have a PhD or PhD near completion in Social Work, and a BSW or MSW degree. Substantial practice experience in social work/policy is required, as is experience working with diverse and marginalized populations. The School is seeking candidates whose work focuses on one or more of the following areas: Aboriginal scholarship; critical social work; policy and social change; global justice. The successful applicant must demonstrate excellence or promise of excellence in scholarly research, teaching, and service, together with a clear appreciation and understanding of the mission statement of the School, especially in the areas of critical perspectives and social justice.

Applicants should submit, in hard copy, a letter of application discussing the above criteria, an up-to-date curriculum vitae, a statement of research and teaching interests, samples of published work, and teaching evaluations, and arrange for three letters of reference to be sent, by **October 31, 2011**, to: **Professor Barbara Heron, Director, School of Social Work, 10178 Kinsmen Building.**

DEPARTMENT OF SOCIOLOGY

Global Sociology

Applications are invited for a tenure-stream position, at the rank of Assistant Professor, in the area of Global Sociology. We seek a scholar with a strong sociological background who advances conceptual frameworks that address trans-society/transborder formations and processes. Preference will be given to those who specialize in one or more of: religion, governance, inequality, regulatory frameworks and theoretical perspectives from the Global South. The successful candidate will show promise of excellence in scholarly research, publications and teaching, and will be expected to offer courses as part of both the undergraduate and graduate curricula. A PhD in Sociology is required and should be completed no later than July 1, 2012.

Applicants should submit a curriculum vitae, a statement of teaching and research interests, up to three samples of written work (at least one of which has sole authorship), and teaching evaluations, and arrange for three letters of reference to be sent directly, by **October 31, 2011**, to: **Professor Nancy Mandell, Chair, Department of Sociology, 2060 Vari Hall.**

SCHOOL OF WOMEN'S STUDIES

Gender and Sexuality

Applications are invited for a tenure-stream position, at the rank of Assistant Professor, in the field of Gender and Sexuality. Required qualifications include a completed PhD in Women's Studies or a related field, and an ongoing program of research on issues of gender and sexuality. Candidates are expected to demonstrate excellence in teaching and in scholarly research, and to have publications appropriate to their stage of career. The successful candidate will be expected to teach interdisciplinary courses in her/his own area of expertise as well as to contribute to the program by teaching in some of our core courses (for example, the introductory course or courses in Women's Studies and/or Sexuality Studies, and courses in each program on theories and methodologies).

Applicants should submit a letter of application outlining their professional experience and research interests, an up-to-date curriculum vitae, a sample of their scholarly work, and a teaching dossier, and arrange for three confidential letters of recommendation to be sent, by **November 15, 2011**, to: **Professor Gertrude Mianda, Chair, School of Women's Studies, 206 Founders.**

WRITING DEPARTMENT

Writing

Applications are invited for a tenure-stream position, at the rank of Assistant Professor, in the area of Composition, Rhetoric, and the Teaching of Writing. The successful candidate will have a PhD in Composition Studies or a cognate discipline. The field of specialization is open, though preference will be given to those with research interests and teaching experience in writing pedagogy and/or with teaching writing to those outside the humanities. Experience with one-on-one tutoring and the direction of such tutors is an asset, as is some experience with institutional or technical writing. The successful candidate will have experience and demonstrable excellence in scholarly research and in the undergraduate teaching of writing, including multi-section first-year courses as well as upper-level seminars.

Professional Writing

Applications are invited for a tenure-stream position, at the rank of Assistant Professor, in the area of Composition and Rhetoric. The successful candidate will have a PhD in Composition Studies, Professional Writing or a cognate discipline, and will be a key contributor to the Faculty's program in Professional Writing. Plans are in progress for Professional Writing to move to the Writing Department. The field of specialization is open; preference will be given to those with research interests and teaching experience in periodical writing, institutional writing, and/or writing pedagogy. Professional experience in one or more of these areas is a considerable asset. The successful candidate will have the promise of excellence in scholarly research and in the undergraduate teaching of writing, from multi-section first-year courses to upper-level workshops and seminars.

Applicants should submit a cover letter, an up-to-date curriculum vitae and a writing sample, and arrange for three letters of reference to be sent directly, by **October 31, 2011**, to: **Professor Ron Sheese, Chair, Writing Department, 5329 Ross Building.**

J. RICHARD SHIFF CHAIR FOR THE STUDY OF CANADIAN JEWRY

The Faculty of Liberal Arts & Professional Studies invites applications for the J. Richard Shiff Chair for the Study of Canadian Jewry. J. Richard Shiff QC, an alumnus of Osgoode Hall Law School, was a prominent businessman, teacher and philanthropist. Founded in 1997 by a generous donation from the Shiff family, the Shiff Chair for the Study of Canadian Jewry was established to support excellence in teaching and research in Jewish Canadian Studies, and to act as a liaison between the academic world and the rest of the community in order to promote greater recognition of the importance of the Jewish experience in the larger Canadian context.

The Faculty seeks a scholar of international stature in an area of Canadian Jewish Studies, who will be responsible for teaching two full-year courses (or their equivalent) and the delivery of annual academic and public lectures. The holder of the Chair will join the Israel and Golda Koschitzky Centre for Jewish Studies as well as an appropriate academic department within the Faculty. The Koschitzky Centre for Jewish Studies is world renowned for excellence in Jewish education, modern Jewish studies, Jewish history, philosophy, sociology, languages, literature and religion. The Shiff Chair is a position at the rank of Full Professor or Associate Professor. Applicants should have demonstrated strengths in research in one of the Centre's areas of strength, evidenced by a strong record of publication and research. A PhD is required at the time of appointment and preference will be given to applicants with experience supervising graduate students. We seek an individual who will pursue a vigorous research program in an interdisciplinary environment and can demonstrate a commitment to high-quality undergraduate and graduate teaching. The successful candidate must be eligible for immediate appointment to the Faculty of Graduate Studies.

Candidates should submit a curriculum vitae and a statement of research interests and selected publications, and arrange to have three letters of reference sent directly, by **October 31, 2011**, to: **Patricia Burke Wood, Associate Dean, Faculty of Liberal Arts & Professional Studies, 9th Floor, Ross Building.**

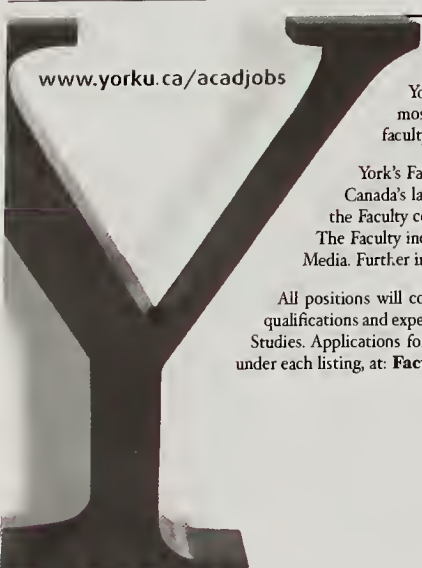
York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at **416.736.5713**. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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CAREERS CARRIÈRES


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York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

York's Faculty of Fine Arts ranks among the leading centres for fine arts education in North America. One of Canada's largest and most comprehensive professional training and research institutions for fine arts and design, the Faculty comprises some 3,400 students and 165 faculty working in all areas of fine arts practice and scholarship. The Faculty includes departments of Dance, Design, Film, Music, Theatre, and Visual Arts, and a program in Digital Media. Further information about the Faculty can be found at www.finearts.yorku.ca.

All positions will commence **July 1, 2012**, and are subject to budgetary approval. Salaries will be commensurate with qualifications and experience. The successful candidates should be suitable for prompt appointment to the Faculty of Graduate Studies. Applications for all positions should be addressed to the appropriate contact person and area co-ordinates specified under each listing, at: **Faculty of Fine Arts, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.**

Faculty of Fine Arts

TENURE-TRACK POSITIONS

DEPARTMENT OF DESIGN

The Department of Design is a leader in design education in Canada. The York/Sheridan Program in Design is the first Bachelor of Design Honours Degree (BDes Hons.) in Ontario and the York University Master of Design (MDes) program is Ontario's first graduate program in Design. Our undergraduate curriculum focuses on all aspects of graphic design, including visual communication design, information design, and interactive multimedia and design studies. The Master's program is dedicated to providing graduate students with opportunities to explore a wide range of approaches to contemporary design practice and research in design in support of innovation and experimentation.

Web/Interactivity/Graphic Design

Applications are invited for a full-time tenure-track position, at the rank of Assistant Professor, in Web/Interactivity/Graphic Design. In addition to teaching and research responsibilities, the appointment requires participation in undergraduate and graduate curriculum delivery and development, departmental governance and service at the departmental, Faculty and University levels. The successful applicant will engage in scholarly research and design practice, teach a full range of digital web techniques, and encourage the design of both interactive and informational media at all levels of undergraduate and graduate programs. In addition, he or she will also lead graduate research and thesis preparation, and participate in the continued development of the Department's web design/interactivity curriculum.

Applicants must have a minimum of three years of professional practice experience in web design, including expertise in website planning and development, information architecture, interface design, interactivity and usability design, as well as familiarity with industry-standard programming languages. An MDes/MFA degree in Graphic Design/Visual Communication Design or Interactivity Design, or an equivalent field of study, is required. Preferred candidates will have demonstrated strong technical grounding in formal design principles, design process, and creative problem-solving, knowledge of web/interactivity industry and history, critical theory,

critique skills, and good interpersonal communication skills. Preference will also be given to applicants with the following: teaching experience at the post-secondary level; a demonstrated interest in, and knowledge of, new media theory, design history and theory, design process, and creative problem solving as it pertains to web design and interactivity. Strong consideration will be given to applicants whose work challenges the borders of art and design. Demonstrated professional recognition, such as publications and awards, for web/interactive work, and demonstrated excellence or promise of excellence in scholarly and creative research and teaching are also preferred.

Interested candidates are invited to send a letter of application outlining their areas of professional experience, research interests and teaching experience, a curriculum vitae, examples of creative work (10 to 15 projects) available online and/or on a DVD, examples of students' work (if available), and three letters of reference, by **November 1, 2011**, to: **Design Search Committee, Attn: Barb Batke, Administrative Assistant, Department of Design, 4008 TEL Building. Tel: 416.736.2100, ext. 77434. Fax: 416.736.5450. E-mail: bbatke@yorku.ca.**

DEPARTMENT OF FILM

Researcher/Practitioner in Cross-Platform Digital Media

Applications are invited for a full-time tenure-track position in Cinema and Media Studies, at the rank of Assistant Professor. The position calls for research and teaching excellence that complements and builds on existing strengths in Canada's oldest and most comprehensive Department of Film with its dynamic range of research initiatives, including the 3D Film Innovation Consortium (3D FLIC), the Centre for Innovation in Visualization and Data-Driven Design (CIV-DDD), The Future Cinema Lab and the Augmented Reality Lab. Our well-established undergraduate and graduate programs in Production, Screenwriting and Cinema and Media Studies attract strong students from across Canada and internationally.

We seek a scholar with a well-developed research program and teaching experience in at least one

of the following areas: emerging forms of moving image media and cross-platform environments of media production (from mobile cinema to augmented reality and large screen projection); new forms of image making (from CGI/animation to videogames); new forms of media dissemination (including social media). A record of accomplishment that spans the academic, professional and artistic sectors, including an established or emerging profile as a screen-based practitioner, is strongly preferred. The successful candidate's research background should allow her or him to draw upon the history of cinematic practices. Along with a solid record of scholarly publication, the successful candidate will have demonstrated skill in digital aesthetics and multi-media narrative.

The successful candidate will be responsible for designing and teaching new introductory and advanced undergraduate courses, as well as for actively shaping and teaching graduate offerings and conducting graduate supervision in this field of study. This position is intended to cultivate a research and curriculum overlap between the Department's programs in Cinema and Media Studies and the Faculty of Fine Arts' BA in Digital Media. The candidate will join the Department's Cinema & Media Studies area, but a capacity to teach courses in the Department's other streams, Film Production and/or Screenwriting, would be a strong asset. The successful candidate must have a PhD in Film or Media Studies, or a related area; additional academic and/or professional experience in a relevant artistic field; three years of post-secondary teaching; and a strong commitment to undergraduate teaching, graduate supervision, and administrative service. Candidates will show excellence or promise of excellence in scholarly and creative research and teaching. Preference will be given to those who have their PhD in hand at the time of application.

A letter of application with an up-to-date, detailed curriculum vitae, writing sample and examples of recent work, statements of creative and/or research interests and teaching philosophy, course outlines and teaching evaluations, and the names, addresses and e-mails of three referees should be sent, by **November 15, 2011**, to: **Amnon Buchbinder, Chair, Department of Film, Room 222, Centre for Film and Theatre. E-mail: fmsearch@yorku.ca.**

CAREERS CARRIÈRES



The University of Western Ontario
Department of Physics and Astronomy

MRI Physicist

Applications are invited immediately to fill a tenure-track faculty appointment within the Department of Physics and Astronomy, with a research focus on the development and application of neuroimaging methods at fields of 3T and above. The successful candidate will become a member of a collaborative research program involving leading researchers in the area of physics, engineering, neuroscience and neuroimaging. He or she will have the opportunity to make extensive use of the whole-body 3T Siemens Tim Trio located within the Centre for Functional and Metabolic Mapping (CFMM) at the Roberts Research Institute. The 3T system complements the existing 7.0 T Varian/Siemens head-specific MRI system, and 9.4T, 31 cm Varian MRI systems within the CFMM.

Our departmental website (<http://www.physics.uwo.ca/>) describes our research-intensive environment involving 36 principal investigators and over 90 graduate students at the University and its affiliated research institutes – the Roberts Research Institute (www.imaging.roberts.ca) and the Lawson Health Research Institute (www.lawsonimaging.ca). Successful applicants will also benefit from collaborations with researchers in the Department of Medical Biophysics (<http://www.uwo.ca/biophysics>), the Centre for Brain and Mind (<http://www.uwo.ca/cb/brain/people>), and faculty in the Biomedical Engineering program. Established research areas within the Department of Physics and Astronomy include Medical Physics, Biomaterials, Condensed Matter, Planetary Science, and Astronomy.

The appointment will be at the rank of Assistant Professor, within the Department of Physics and Astronomy. The applicant will be expected to contribute to teaching at the graduate and undergraduate levels within the Department of Physics and Astronomy. Applicants must possess a PhD degree in Physics, Biophysics, Engineering or a related discipline, have a strong record of research productivity, and be well positioned to apply successfully for external funding. The applicant must have a strong background in MRI physics and/or MRI systems development, and experience with additional imaging modalities would be an advantage. The applicant will be expected to develop an innovative and productive independent research program within a collaborative research environment. The applicant will also be expected to contribute to student supervision at both the undergraduate and graduate levels.

Western's Office of Faculty Recruitment and Retention is available to assist in the transition of the successful applicant and his/her family. Expressions of interest are invited immediately. Consideration of applications will begin on November 1, 2011 and the position will remain open until filled. This position has a start date of July 1, 2012.

Interested candidates should submit a curriculum vitae, a list of publications, a research plan, a statement of teaching philosophy, the names and addresses of three referees, and arrange for three letters of reference to be sent directly to:

Dr. Shantanu Basu, Chair
c/o Jodi Guthrie, Assistant to the Chair
Department of Physics and Astronomy
PAB 138C, The University of Western Ontario
London, Ontario CANADA N6A 3K7
Email: jodi@uwo.ca

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.



DALHOUSIE UNIVERSITY
SCHULICH SCHOOL OF LAW

PURDY CRAWFORD CHAIR IN BUSINESS LAW

The Purdy Crawford Chair in Business Law, named after Mr. Purdy Crawford (LLB '55), established in 2001, was created through the generous support of alumni and friends of the Schulich School of Law (then Dalhousie Law School).

We invite applications for a tenured or tenure-track appointment to the Purdy Crawford Chair in Business Law at the rank of Assistant, Associate or Full Professor, to commence July 1, 2012. The term for the chair is five years and is renewable. The appointment is subject to budgetary approval. Applications received before September 30, 2011 will be given the fullest consideration.

The Faculty seeks applications from scholars of international reputation in the field of business law, including, but not restricted to, scholars with an interest in corporate law and theory, securities regulation, finance, bankruptcy and insolvency, taxation, competition law, and other related fields. The chair holder will provide intellectual leadership at the law school and will be actively engaged in projects that seek to have an impact in the business law field locally, regionally, nationally, and internationally. The chair holder is expected to contribute to teaching and supervision at both the J.D. and graduate levels.

How to Apply

Applications, including a CV, a statement of teaching and research interests, and the names of three referees, should be forwarded by September 30, 2011 to:

Dean Kim Brooks
Schulich School of Law
Dalhousie University
1459 Oxford Street
Halifax, NS B3H 4R2
Tel: (902) 494-2114
Fax: (902) 494-2102
OR

Applications may be made by e-mail, addressed to:
lawdean@dal.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal persons, persons with a disability, racially visible persons and women. For more information, visit the Employment Equity web site at: www.hrehp.dal.ca.

DEPARTMENT OF THEATRE

York's Department of Theatre has an undergraduate program with over 400 majors pursuing BFA or BA degrees in performance, devised theatre, theatre studies, playwriting, production and design. There is also a Graduate Program with a PhD and MA in Theatre Studies and an MFA in Acting, Directing, and Design, and a directing partnership

with Canadian Stage, a large professional regional theatre. The Department has the only MFA in Acting in Canada and is at the forefront of developing sustainability in design for performance at the graduate level.

Ecological Design for Performance

Applications are invited for a full-time tenure-track position in Ecological Design for Performance, at the rank of Assistant Professor, with graduate and undergraduate teaching responsibilities. In addition to teaching and research responsibilities, and service at the departmental, Faculty and University levels, the appointment will be key in the direction and development of the new Theatre MFA in Design for Performance.

The Faculty of Fine Arts, and especially the Department of Theatre, have been developing an active interest in ecological sustainability and, in doing so, has embraced the mandate of York University's Sustainability Policy: "York will strive to be at the forefront of sustainability research and education, and will use its capacity and expertise to promote sustainability within and beyond the University, with its alumni, governments and the surrounding communities." This position will support the continued exploration and development of sustainability in design, primarily at the MFA level, and potentially in conjunction with Film, Dance, Visual Arts, Architecture, Environmental Studies, and Engineering.

Applicants must be mid-career designers for performance who have demonstrated a commitment to sustainability in their work. Strong consideration will be given to applicants whose work challenges the borders of art within the construct of sustainability; this may include the research and exploration of technological innovation. Good interpersonal communication and ability to work closely with students, colleagues and other departments are required, as is demonstrated excellence or promise of excellence in scholarly and creative research and teaching. Preferred candidates will have a terminal degree in an appropriate discipline, demonstrated professional

recognition, teaching experience at the post-secondary level, and strong connections with the theatre and industrial communities.

A letter of application with an up-to-date curriculum vitae, a statement of research, professional and teaching interests and experience, a DVD or online examples of creative work, and the names and contact information of three referees should be sent, by December 1, 2011, to: Theatre Search Committee, Attn: Mary Pecchia, Administrative Assistant, Department of Theatre, Room 320, Centre for Film and Theatre. Tel: 416.736.2100, ext. 66266. Fax: 416.736.5785. E-mail: mpecchia@yorku.ca.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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www.yorku.ca/acadjobs

the University of Toronto ranks among the top 10 in North America. It attracts outstanding students, has excellent facilities, and is ideally located in the middle of a vibrant, artistic, and diverse cosmopolitan city. Additional information on the department can be found at: www.utoronto.ca. Applicants must submit their applications by email to ena@utoronto.ca at the four email addresses given above. Please submit only Adobe Acrobat PDF documents and include a curriculum vitae, a summary of previous research and proposed new directions, a statement of teaching philosophy and interests, and the names of three referees. Applications should be received by December 31, 2011. The University of Toronto is strongly committed to diversity in its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Rank and salary will be commensurate with qualifications and experience.

UNIVERSITY OF TORONTO The Edward S. Rogers Sr. Department of Electrical and Computer Engineering, King's College Road, Toronto, Canada, M5S 3G4.

ENGLISH – St. Jerome's University, St. Jerome's University St. Jerome's University is a public Roman Catholic university federated with the University of Waterloo campus. The Department of English at St. Jerome's University invites applications for a tenure-track appointment at the rank of Assistant Professor commencing July 1, 2012. The successful candidate will have a PhD in English and expertise in Early Modern Literature, with specialization in Shakespearean studies. Applicants must meet a high standard of teaching excellence, have a strong sense of collegiality, demonstrate a commitment to service, and develop a solid research agenda. While St. Jerome's is primarily an undergraduate liberal arts institution, there is some opportunity to take part in graduate teaching and supervision in the University of Waterloo graduate English program. As of May 2012 the basic salary for an Assistant Professor will be \$72,309. Candidates should send a letter detailing their interest in and suitability for the position, a curriculum vitae, a teaching portfolio, a sample of a course of teaching philosophy, an outline of a research agenda, one or two sample publications, and three confidential letters of recommendation. Applications from women and men who are familiar with the traditions of the Roman Catholic faith are encouraged. Please send applications to: Dr. Norm Klassen, Chair, Department of English, St. Jerome's University, 250 Westmount Rd N, Waterloo, Ontario, N2L 2G5. St. Jerome's University is committed to the principles of employment equity and in accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. The Committee will begin considering the successful applicant on October 14, 2011. For further information on St. Jerome's University, visit www.stjoes.edu.

ENGLISH HISTORY & THEORY OF RHETORIC – University of British Columbia The Department of English at the University of British Columbia seeks to fill a tenure-track Assistant Professor position in the History and Theory of Rhetoric. Applicants must have a PhD (or be near completion), publications, and experience teaching at the post-secondary level. They are expected to provide strong evidence of research and teaching excellence, and demonstrate a record of or potential for high quality teaching at the undergraduate and graduate levels. The successful candidate will be expected to maintain an active program of research, teaching, graduate supervision, and service. Post-tenure review will be based on teaching excellence. Applicants should arrange for three confidential letters of reference to be forwarded to: Dr. Steven G. Kay, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC V6T 1Z1, Canada. The starting date is July 2012. Complete applications and reference letters must be postmarked by 1 October 2011 (no electronic submissions or subsequent updates can be accepted). Please consult the departmental website for details on our programs, faculty, and activities. www.english.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants from this group are encouraged to self-identify. UBC is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the further diversification of ideas.

ENVIRONMENTAL ENGINEERING – McMaster University The Department of Civil Engineering at McMaster University invites applications from outstanding candidates for a tenure-track faculty position in the Environmental Engineering program. Starting rank will be at the Assistant or Associate Professor level. Applicants must have a bachelors and doctoral degrees in engineering and be eligible for registration as a Professional Engineer in the Province of Ontario. The ideal candidate will have a track record involving innovative experimental and/or high quality modeling-based research, interests in environmental engineering, and an emphasis on sustainable wastewater treatment technologies, will be considered an asset for this position. This position is one of the McMaster University designated appointments in the broader area of engineering for a sustainable society. The successful candidate is expected to teach both undergraduate and graduate courses, supervise graduate students, and attract funding from granting agencies and other external sources to support his/her research activities. Salary and rank are commensurate with experience and qualifications. Applicants are asked to detail their curriculum vitae, a statement of teaching and research interests, including anticipated areas of research collaboration with existing faculty in the Department, and names of three referees to: Dr. B.W. Boett,

Chair, Department of Civil Engineering, McMaster University, 1280 Main St. W., Hamilton, Ontario, Canada L8S 4L7. Telephone (905) 525-9140 ext. 27214, Fax (905) 525-9688 or e-mail: boett@mcmaster.ca. Applications review will begin immediately and the appointment will ideally commence July 1, 2012. However, applications will be accepted until the position is filled. Note: All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. The successful candidate will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and is recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities and persons with disabilities.

F

FILM STUDIES – University of Western Ontario The Department of Film Studies, The University of Western Ontario (<http://www.uwo.ca/film>) invites applications for one tenure-track or tenured position in Transnational/World Cinema of American and Canadian film studies. Applications for the appointment will be commensurate with experience. The Assistant rank the compensation level is \$55,000. The successful candidate will be expected to teach and supervise graduate students, and to have a strong record of published work in Film Studies is essential or the Associate or Full Professor ranks. The successful candidate will be a junior or senior scholar with a commensurate record of published work in the field of American, East Asian, Middle Eastern, or American cinema. He or she will also have an opportunity to teach and supervise graduate students in Film Studies. Positions are subject to budget approval. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applicants should have fluent written and oral communication skills in English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal peoples and persons with disabilities. Please send a letter of application, curriculum vitae, copies of transcripts, a writing sample, and three letters of reference to: Professor Paul Coates, Acting Chair, Department of Film Studies, University College, Room 78, 100 University of Western Ontario, London, Ontario, Canada N6A 3K7. Please feel free to contact Professor Coates with questions about the position or the department (519-661-3307). The review of Applications will begin 15 October 2011 and continue until the position is filled.

FINANCE – Memorial University of Newfoundland Applications are invited for a tenure-track faculty position in Finance at Memorial University of Newfoundland. The date of July 1, 2012. Salary will be commensurate with qualifications and experience. The position is subject to budgetary approval. The successful applicant is expected to teach undergraduate and graduate courses and conduct research in the areas of corporate finance, capital markets, derivatives, investments, portfolio theory or a related discipline. Preference may be given to applicants with trading room experience and/or online financial databases. Applicants should have a PhD and have a demonstrated commitment to teaching and research in a university environment. Applicants must have demonstrated research excellence with the rank of appointment. Evidence of a completed earned doctorate is required for the appointee to receive the rank of Assistant Professor or higher and to be in a tenure-track position. If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the doctorate. The Faculty of Business Administration is a leader in management education with AACSB International Accreditation. Approximately 1,000 students are registered in the undergraduate programs of the Faculty, with another 200 students completing graduate programs. The Faculty also has a very successful international exchange program with universities in Europe, Asia, and Mexico. For additional information about our Faculty, please visit our web site at www.business.mun.ca. Applicants are asked to email a copy of their curriculum vitae and the names of three referees to dean@business.mun.ca, quoting the competition number VPA-BUS-2020-003. Deadline for receipt of applications is November 1, 2011. For further information telephone: (709) 864-8851 or fax: (709) 864-2467 or email: dean@business.mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in this education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great health care, a vibrant cultural life, and easy access to a wide range of outdoor activities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, Aboriginal peoples and persons with disabilities.

FINANCIAL ECONOMETRICS (CIBC TIER II) – University of Western Ontario The Department of Economics, Applied Mathematics, and Statistical & Actuarial Sciences at the University of Western Ontario invites applications from both Canadian and international candidates for a Tier II Canada Research Chair in the area of Financial Econometrics, at the rank of Probationary (tenure-track) Assistant or tenured Associate Professor, its qualifications and experience warrant, with a starting date of January 1, 2013 or later. The successful candidate will be jointly appointed to the Department of Economics and to the Department of Applied Mathematics or the Department of Statistical & Actuarial Sciences, in accordance with the regulations set for Tier II Canada Research Chairs. The candidate will have a PhD

(normally obtained within the last ten years), and will be an outstanding emerging scholar who has demonstrated innovation with the potential to achieve international recognition within five to ten years. The candidate must propose an original research program that will attract external funding and excellent graduate students. The candidate will work with the Office of Research Services to develop a proposal to be submitted with the Chair nomination to the CIBC Secretariat in 2012. Please refer to the CIBC website for detailed information about the Program: <http://www.chair-chaires.gc.ca/>. Western's Department of Economics (www.econ.uwo.ca) has a long standing reputation as a leading research department in Canada. Current research strengths are: Labour Economics, Macroeconomics, Micro Theory and Econometrics, Quantitative Finance is an area of research focus for the Departments of Applied Mathematics (www.apmaths.uwo.ca) and Statistical & Actuarial Sciences (www.stats.uwo.ca), which offer Financial Modeling programs at the undergraduate, master's, and doctoral levels. The three Departments, together with the Faculty of Business and the Faculty of Law, share research and teaching links and are planning to offer a Masters in Financial Economics program starting in September 2012. We are a financial econometrics scholar whose areas of specialization might include: estimation and inferences of financial models, volatility estimation, term structure of interest rates, risk management, testing financial economic theory, capital asset pricing and arbitrage pricing, derivative pricing, portfolio allocation, risk-adjusted returns, simulating financial systems, and hedging strategies. The candidate will play an important role in the Masters in Financial Economics program and the Financial Modeling graduate programs including course development, research project supervision and/or administration. The ideal candidate will establish a competitive, internationally recognized, research program, and bring leadership qualities that will enhance established strengths in the departments and increase interdisciplinary links between departments. Research appointments will commence on October 1, 2011 and will continue until the position is filled. Complete applications should include: a covering letter and curriculum vitae, a current working paper and up to three refereed publications; a teaching dossier; the names, addresses, email addresses, and phone numbers of three referees; and a description of a 5-7 year research program. The application should be sent to: Dr. Alexander Theodorou, Associate Dean – Research, Office of the Dean, Faculty of Social Science, The University of Western Ontario, London, Ontario, N6A 5C2, Canada. Email: alex.theodorou@uwo.ca. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal peoples and persons with disabilities.

G

GEOLOGICAL ENGINEERING – University of British Columbia The Department of Earth and Ocean Sciences invites applications for a Tenure Track Instructor in Geological Engineering to teach in our internationally respected undergraduate program. The instructor will teach core geological engineering subjects, including a fourth-year capstone engineering design project course. The successful candidate must possess a Masters degree PhD, must be eligible for registration as a Professional Engineer in the Province of British Columbia (a "qualified engineer" as defined by Engineers and Geoscientists of British Columbia) and is expected to have substantial industry design experience. Competence in geological sciences and its application to engineering problems is essential. The instructor will have demonstrated potential for excellence in teaching and will be expected to participate in the management of the program, course and curriculum development, and be committed to pedagogic excellence. Approximately 1,000 students are registered in the undergraduate program of the Faculty, with another 200 students completing graduate programs. The Faculty also has a very successful international exchange program with universities in Europe, Asia, and Mexico. For additional information about our Faculty, please visit our web site at www.business.mun.ca. Applicants are asked to email a copy of their curriculum vitae and the names of three referees to dean@business.mun.ca, quoting the competition number VPA-BUS-2020-003. Deadline for receipt of applications is November 1, 2011. For further information telephone: (709) 864-8851 or fax: (709) 864-2467 or email: dean@business.mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in this education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great health care, a vibrant cultural life, and easy access to a wide range of outdoor activities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, Aboriginal peoples and persons with disabilities.

HUMAN KINETICS & RECREATION (4 POSITIONS) – Memorial University of Newfoundland Memorial University, the largest post-secondary institution in Atlantic Canada, is a dynamic university with teaching and research programs of international distinction and over 70,000 alumni worldwide. The University has 17,400 undergraduate and graduate students supported by 1,100 faculty members and a staff of over 2,500 employees. With campuses in St. John's, Newfoundland and Labrador, and in the United States, Memorial is a member of the Association of American Universities. The School of Human Kinetics and Recreation offers undergraduate programs in Kinesiology, Physical Education, Recreation with Cooperative Education options. The School has seen a growth in this number of students and recently received COCIRPA accreditation in its Kinesiology and Physical Education programs. The School was the first in Canada to offer a Master's in Physical Education in an online format and has a growing Master of Science in Kinesiology program. Qualifications: The School of Human Kinetics and Recreation invites applicants for four (4) Assistant/Associate Professor positions commencing January 1, 2012 or May 1, 2012, subject to budgetary approval. A completed or earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. If a candidate has not completed an earned

CARRIÈRES



DALHOUSIE UNIVERSITY
Inspiring Minds

Faculty of Medicine • Dalhousie Medicine New Brunswick

Endowed Chair in Occupational Medicine

The Department of Medicine in the Faculty of Medicine at Dalhousie University is pleased to announce the creation of an Endowed Chair in Occupational Medicine at Dalhousie Medicine New Brunswick, sited at the Saint John Regional Hospital in Saint John, New Brunswick, Canada, in partnership with Dalhousie University, the University of New Brunswick, the New Brunswick Government and the Horizon Health Network. The purpose of the Chair is to enhance the delivery of Occupational Medicine throughout the continuum of care in the Maritime Provinces (New Brunswick, Nova Scotia and Prince Edward Island) through the delivery of clinical care, academic programs, research and leadership in the field of Occupational Medicine.

The responsibilities of the Chair will include: curricular and program development at the undergraduate and postgraduate levels; building research capacity in Occupational Medicine at Dalhousie Medicine New Brunswick; and the development of occupational health programs and consultation services for clients in the Maritime provinces, such as clinicians, Worker's Compensation Boards, government, industry and/or labor groups.

This is an outstanding opportunity for a distinguished MD with an FRCP in Occupational Medicine or equivalent. The Chair will have a demonstrated track record and/or potential in several of the following areas: academic curriculum development and implementation, research excellence related to Occupational Medicine, teaching, education and professional development. In addition, the Chair will have demonstrated excellence in communication, collaboration and team development, leadership skills in an inter-professional and multi-stakeholder environment and experience in maintaining successful partnerships.

The initial appointment will be for a five-year term. The successful candidate will receive an academic rank and cross appointments commensurate with qualifications and experience.

Saint John, located on the beautiful Bay of Fundy, is New Brunswick's largest city, is rich in history and boasts a variety of cultural, educational and recreational opportunities.

Interested applicants are requested to send a curriculum vitae, with statement of teaching and research interests. Application deadline is September 30, 2011. Please arrange to have three letters of reference, two of which must be academic to be sent under separate cover to: Dr. John Steeves, MD

Chair, Selection Committee
Dalhousie Medicine New Brunswick
PO Box 5050, 100 Tucker Park Road
Saint John, NB E2L 4L5
Fax: 506-636-6001

<http://newbrunswick.medicine.dal.ca/>

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employer/Employee/Alternative Act employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.



UNIVERSITY OF SASKATCHEWAN

DEAN, COLLEGE OF MEDICINE

Located on one of Canada's most beautiful campuses, the University of Saskatchewan is internationally recognized for its contributions to teaching, scholarship, research and innovation. It is a university on the rise, united through campus-wide integrated planning behind a vision for its future based on international standards, areas of re-emergence and a sense of place.

The university's community comprises more than 16,500 undergraduate and 2,900 graduate students, 7,500 faculty and staff and offers a wide selection of degrees, diplomas and certificates in more than 100 areas and disciplines. Its 17 colleges and schools offer an array of discipline-based, interdisciplinary and professional programs. Faculty and students in the various programs work together to help explore important questions and timely issues. With a focus on teaching, learning and research, the U of S is poised to make discoveries that will shape the city, the province and the world now and in the future.

Proud of its history and optimistic about its future, the College of Medicine is dedicated to developing tomorrow's leaders and professionals through teaching, research and service. The college is ready to move into the new state-of-the-art, \$300M+ health sciences facility in Saskatoon with additional facilities under development in other centres across the province. Together with its provincial health authority partners, the College of Medicine provides innovative programs in health through an integrated, province-wide delivery model. With more than 725 students and looking to expand its undergraduate cohort, the college teaches students at the undergraduate, graduate and postgraduate levels. For more information about the College of Medicine please visit www.medicine.usask.ca.

Reporting to the Provost, the Dean of the College of Medicine is responsible for providing dynamic, strategic and collaborative leadership to a college distinguished in scholarship and teaching. S/he must possess a strong record of research and scholarly achievement as well as success in administration. The ability to fairly balance the demands of a complex college and to capitalize on opportunities for synergy and collaboration with external partners is essential. This challenging position demands superb interpersonal and communication skills and sound judgment to provide leadership for the continuing development of the College of Medicine.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal peoples, people with disabilities and visible minorities) are encouraged to apply.

To learn more about this exciting opportunity, call Maureen MacLean or Maureen Geldart at The Geldart Group: (604) 926-0005 or forward your application package (curriculum vitae, letter of application and references list) in confidence to info@thegeldartgroup.com.



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Realize. It's also a great place to earn.

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

FACULTY OF ENGINEERING AND APPLIED SCIENCE
Tenure-Track Position
In the area of Industrial Systems Engineering

FACULTY OF SCIENCE
Tenure-Track Position
In the area of Geology – Clastic Sedimentologist

FACULTY OF ARTS
Tenure-Track Positions
Women's and Gender Studies Program
Department of French
Department of Geography
Department of Sociology

Term Positions:
Dallas W. Smythe Chair in Journalism and the
Public Interest (January – April, 2012)

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National Défense
Défense nationale



Tenure-Track Positions

Chemistry and Chemical Engineering

Royal Military College of Canada

The Royal Military College of Canada (RMCC), a bilingual university located in Kingston, Ontario that offers undergraduate and graduate programs to members of the Canadian Forces and civilian students, invites applications for tenure track positions at the level of assistant professor or at a more senior level for appropriately qualified candidates.

The RMCC Department of Chemistry and Chemical Engineering is seeking candidates with a PhD (and before appointment) and with specialization in a field related to chemical, nuclear, or materials engineering or with specialization in physical chemistry, radiochemistry or closely related fields. Candidates must be able to establish and maintain independent and competitively funded research programs in one of these areas. Candidates will be required to teach courses in the Department's undergraduate chemical engineering and chemistry programs, and to teach and supervise students at the graduate level. Candidates able to teach in English, French or both languages will be considered for these positions. Candidates for engineering appointments must be eligible to be registered in Canada as a Professional Engineer. More information on the Department can be found at www.rmcc.ca/aca/ccce-cgc/index-eng.asp

Starting salaries will be commensurate with experience and qualifications. All appointments are subject to a probationary period of three years. The expected start for some positions is December 2011 and into Spring 2012 for others.

Interested candidates must submit the following: (i) their curriculum vitae showing their qualifications for the position, including publications and teaching experience, (ii) proof of citizenship status, (iii) proof of education, including undergraduate and graduate transcripts, (iv) a two page proposal outlining their intended research and (v) the names and addresses of three referees. Applicants with foreign educational credentials must provide proof of Canadian equivalency and should consult the Canadian Information Centre for International Credentials at www.cicic.ca

The closing date for the competitions is 30 September 2011. Additional information about the competitions is available at www.rmcc.ca/per/emp/index-eng.asp. Applications must be submitted to,

Deanna Keenan
Human Resources Assistant
Process Number: 11-DND-EA-KGSTN-355525 (Chemical Engineering) or
Process Number: 11-DND-EA-KGSTN-355527 (Chemistry)
Royal Military College of Canada
P.O. Box 17000, Station Forces
Kingston, ON K7K 7B4
Email: resume.kingston@forces.gc.ca

Le Collège militaire royal du Canada (CMRC), une université bilingue située à Kingston en Ontario offrant des programmes du premier cycle et des cycles supérieurs aux membres des Forces armées canadiennes et aux civils, recherche des candidat(e)s pour des postes menant à la permanence comme professeur adjoint ou professeur de niveau supérieur par des candidat(e)s dûment qualifié(s).

Le Département de chimie et génie chimique du CMRC est à la recherche de candidat(e)s ayant obtenu un diplôme de doctorat et des cycles supérieurs avant de pouvoir accepter la nomination), avec une spécialisation en génie chimique, génie nucléaire, ou génie des matériaux ou avec une spécialisation en chimie physique, radiochimie ou dans un domaine très connexe. Les candidat(e)s doivent être capables d'établir et de maintenir un programme de recherche innovateur à l'aide de financement des programmes d'octrois compétitifs dans un de ces domaines. Les candidat(e)s choisi(e)s doivent être capables d'enseigner dans les programmes du département de génie chimique et de chimie du premier cycle ainsi que d'enseigner des cours et de superviser des étudiants aux niveaux supérieurs. Les candidat(e)s capables d'enseigner en anglais, en français ou dans ces deux langues seront considéré(e)s pour les postes. Les candidat(e)s pour les postes de génie doivent être admissibles à devenir ingénieur professionnel enregistré au Canada. Plus de renseignements sur le Département se trouvent au site internet suivant: www.rmcc.ca/aca/ccce-cgc/index-eng.asp

Le salaire offert sera déterminé selon l'expérience et les qualifications des candidat(e)s, et la nomination initiale sera assujettie d'une période probatoire de trois ans. La date anticipée de début d'emploi s'échelonne de décembre 2011 au printemps 2012.

Les candidat(e)s intéressé(e)s doivent envoyer (i) leur curriculum vitae démontrant leur compétence pour le poste, incluant une liste de publications ainsi que leur expérience en enseignement, (ii) preuves de citoyenneté, (iii) preuves de l'éducation académique reçue incluant le premier cycle et les cycles supérieurs, (iv) une proposition de deux pages décrivant les activités de recherche qu'ils voudraient entreprendre et (v) les noms et coordonnées de trois personnes pouvant servir de références. Les candidat(e)s dont les diplômes et les relevés de notes proviennent de pays étrangers doivent fournir des preuves d'équivalence canadienne et peuvent consulter le Centre d'information canadienne sur les diplômes internationaux à l'adresse internet suivante: www.cicic.ca

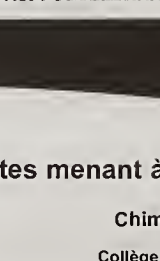
La date limite de soumission des candidatures pour cette compétition est le 30 septembre 2011. De l'information additionnelle sur les compétitions est disponible au www.rmcc.ca/per/emp/index-eng.asp. Les applications doivent être acheminées à,

Deanna Keenan
Adjointe en ressources humaines
Numéro de processus : 11-DND-EA-KGSTN-355525 (Génie chimique) ou
Numéro de processus : 11-DND-EA-KGSTN-355527 (Chimie)
Collège militaire royal du Canada
CP 17000 Succursale Forces
Kingston, ON K7K 7B4
Courriel: resume.kingston@forces.gc.ca

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research. 1. Physical Education (Quote VPA Reference # HRR 2011-001). Research and teaching required in one or more of the following areas: curriculum, pedagogy, methods, policy, physical activity and recreation. Teaching experience in K-12 schools is desirable and post-doctoral experience would be an asset. 2. Sports/Exercise Psychology (Quote VPA Reference # HRR 2011-002). Research and teaching required in the area of sport/exercise psychology. 3. Physical Education/Adapted Physical Activity (Quote VPA Reference # HRR 2011-003). Research and teaching required in one or more of the following areas: adapted physical education/activity, curriculum, pedagogy, methods, policy, physical activity and recreation. Teaching experience in K-12 schools is desirable and post-doctoral experience would be an asset. 4. Kinesiology (Quote VPA Reference # HRR 2011-004). Research and teaching required in one or more of the following areas: anatomy, physiology, exercise physiology, sports psychology, motor learning, biomechanics, ergonomics, exercise epidemiology, socio-cultural aspects of physical activity. Salary will be in accordance with the university's collective agreement and is based on qualifications and experience. Deadline for applications is October 6, 2011; review of applications will continue until the positions are filled. Candidates should note that if you are applying for more than one position, only one application is required. Please indicate in your cover letter which position(s) you are applying for. A curriculum vitae, statement of research and teaching interests, evidence of teaching competence and the names of three referees should accompany letters of application and be sent to: Dr. Antony Card, Dean, School of Human Kinetics and Health Sciences, Memorial University of Newfoundland, St. John's, NL, A1C 5S7, Fax: (709) 664-7531; Email: hkrdirect@mun.ca. All candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

HUMAN RESOURCE MANAGEMENT/ORGANIZATIONAL BEHAVIOUR – Brock University. The Faculty of Business, Brock University invites applications for a probationary tenure-track position in Human Resource Management/Organizational Behaviour at the Assistant Professor level commencing July 1, 2012. This position requires an individual who holds a PhD or is near completion. The availability of this position is subject to final budgetary approval. The Faculty of Business is AACSB accredited and values both research and teaching. The Department of Organizational Behaviour, Human Resources, Entrepreneurship, and Ethics has 14 full-time faculty members, offers five graduate degree programs: MBA, MBA International Studies Program, Master of Accountancy, International Master of Accountancy, and Master of Science in Management. Brock University is located in St. Catharines, within the scenic Niagara peninsula, minutes from New York State and a one-hour drive from Toronto. The city of approximately 130,000 sits within the Niagara wine region and has a fascinating history as part of the canal system around Niagara Falls. A expanding manufacturing base in addition to existing sectors such as wine-making and tourism provide for a dynamic, high growth area with an exceptional range of professional and recreational opportunities. More information on Brock University can be found on the university website www.brocku.ca. Candidates should have a record of publication in the field of human resource management or organizational behaviour. Position level and salary are commensurate with the applicant's qualifications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and actively promotes from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to be considered as a member of one or more designated groups should fill out the Self-Identification Form available at <http://www.brocku.ca/webform/send/10955> and include the completed form with their application. Applications should include a curriculum vitae, a letter describing teaching and research competencies, student evaluations (if available), and the names and contact information of three referees. Email applications to Dr. Teresa Menzies, Chair, Department of OHRM, tmenzies@brocku.ca with the subject line HRR 08 Position 2011. The review of applications will begin September 15, 2011, and continue until the position is filled. Contact Information: Dr. Teresa Menzies, Chair, Department of Organizational Behaviour, Human Resources, Entrepreneurship and Ethics, Faculty of Business, Brock University, St. Catharines, Ontario, CANADA L2S 3A1; Phone: 905-688-5550 ext. 5072.

INDIGENOUS STUDIES/FIRST NATIONS STUDIES – University of British Columbia. The First Nations Studies Program at the University of British Columbia invites applications for a tenure-stream professional position in the First Nations Studies Program. Appointment at an advanced rank will be considered, and candidates with administrative experience are strongly encouraged to apply. Successful candidates will be considered for a Tier II Canada Research Chair and a leadership role in the program. Applicants should have a PhD in Indigenous studies or a related area. For consideration at the time of appointment, and have a record of clear potential for excellent research, teaching, graduate supervision, and publication, as well as a documented ability to work with Aboriginal students and communities. The position involves teaching in the core curriculum of the program, the opportunity to develop additional curriculum, the mentoring of Aboriginal students and supervising of graduate students, liaison with Aboriginal communities and organizations, and participation in program development and other program functions. The successful candidate will be expected to maintain an active program of research, teaching, graduate supervision, and service. The First Nations Studies Program offers a BA with a Major or a Minor in First Nations Studies and is dedicated to the development of a program of interdisciplinary Indigenous issues and strategic community based research. Faculty in the program also supervise graduate students, either through affiliated departments, or through UBC's Interdisciplinary Graduate Studies Program. For more information about the program, please see our web site at <http://fns.arts.ubc.ca>. For information about UBC's Aboriginal Strategic Plan and the broader context for Indigenous studies at UBC, please visit <http://aboriginal.ubc.ca>. This appointment is effective July 1, 2012 and is subject to final budgetary approval. Application materials should be received no later than 15 October 2011. Salary will be commensurate with qualifications and experience. First Nations Studies is an interdisciplinary program; faculty will also be appointed in a department with disciplinary specialization. Appointment structure is flexible, with primary responsibilities in FNSP, or up to one half of the appointment in the department. Cross-faculty appointments may also be considered. UBC hires on the basis of merit and is committed to employment equity. UBC is strongly committed to diversity with its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the further diversification of the program. We encourage all qualified persons, and especially Indigenous scholars, to apply. Canadians and permanent residents of Canada will, however, be given priority. Please apply with letter of application, curriculum vitae, one article-length writing sample, and evidence of teaching effectiveness including student evaluations if available, and arrange to have three confidential letters of recommendation sent under separate cover to: Linc. Keisel, Chair, UBC First Nations Studies Program, 1566 Main Mall, Vancouver, BC, Canada V6T 1Z1; email: linc.keisel@ubc.ca. Please contact us if you have questions.

Canada

CARRIÈRES

INTERNATIONAL RELATIONS (SPECIALIZATION OPEN) – University of Western Ontario. The Department of Political Science at the University of Western Ontario invites applications for a probationary, tenure-track position at the Assistant Professor level in International Relations (specialization open). Candidates must have a completed PhD by the time of appointment on July 1, 2012. The University of Western Ontario is a research-ranked research-intensive university and the Department has one of the strongest political science programs in Canada. For more information on the Department of Political Science please visit <http://politics.uwo.ca>. The following: (1) application form available at <http://politics.uwo.ca/Recruitment/AssistantProfessor.pdf>; (2) cover letter; (3) curriculum vitae; (4) statement of teaching and research interests; (5) copies of publications; (6) transcript; (7) the names and contact information for three referees; and (8) employment authorization, if applicable. This material should be sent to: Professor Charles Jones, Chair, Department of Political Science, The University of Western Ontario, Room 4254, Social Science Centre, London, Ontario, CANADA, N6A 5G2, FAX: (519) 663-3904; EMAIL: charles.jones@uwo.ca. Closing date: September 16, 2011 or until position is filled. Positions are subject to budgetary approval. Candidates should have fluent written and oral communications skills in English. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified persons, including visible minorities, Aboriginal persons, and persons with disabilities.

INTERNATIONAL STUDIES (POLITICS/SOCIOLOGY OF DEVELOPMENT) – Simon Fraser University. The School for International Studies invites applications for a tenure-track position at the Assistant Professor level in the Politics/Sociology of Development. The successful candidate will be expected to complete by Fall 2012 a doctoral degree in political science, sociology or social/cultural anthropology, or human geography, and will be required to teach at both graduate and undergraduate levels, including foundation courses in International Studies. Candidates will be expected to have expertise regarding a region of the developing world. In addition an ability to employ and teach mixed – quantitative and qualitative – methods will be an advantage. Applications will be treated in confidence and should include a letter of application, a statement of interest and research and teaching ability, curriculum vitae, and a list of publications. Applicants should also arrange for three reference letters to be sent independently. All materials should be sent electronically to: Dr. John Harris, Director, School for International Studies, john.harris@sfu.ca by October 31, 2011. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. The position is subject to budget approval. Under the authority of the University Act, personal information collected by the University for academic appointment competitions will be collected. For further details see the collection notice at http://www.sfu.ca/vpacademic/faculty_openings/Collection_Notice.html.

ITALIAN (LANGUAGE/LINGUISTICS) – University of British Columbia. Applications are invited for a tenure-track position at the Instructor I level to commence July 1, 2012, subject to final budgetary approval. Candidates should have a specialization in Italian Linguistics or in the acquisition of Italian as a Second or Foreign Language and experience in using and developing language instruction technology. The successful candidate for this position will be the coordinator of the language program in Italian, teach languages at all levels and train Teaching Assistants. She will possess a strong commitment to teaching, evidence of teaching effectiveness, and promise of educational leadership, and will be expected to maintain an excellent record of teaching and service, and play a leadership role in the development of the language component of the Italian program. A completed PhD/Doctorate or proof of imminent completion of a Language/Linguistics is required. Candidates must have native or near-native fluency in Italian, preference with a good command of English, and will show evidence of excellent teaching ability in Italian. Experience in course or program coordination would be an asset. This is a tenure-track position, an instructor who is reviewed for tenure will be required to show evidence of excellence in teaching, demonstrated educational leadership, distinction in the field of teaching and learning, sustained and innovative contributions to curriculum development, course design and other initiatives that advance the University's ability to excel in its teaching and learning mandate. Applicants should send a current curriculum vitae, a statement of teaching philosophy, and evidence of teaching ability and effectiveness and should include three confidential letters of reference to be sent directly to: Search Committee, c/o Dr. André Lamontagne, Head, Department of French, Hispanic and Italian Studies, The University of British Columbia, 797-1875 East Mall, Vancouver, BC, Canada V6T 1Z1. Phone: 604-422-5746; Fax: 604-422-5746; Email: andrealam@mail.ubc.ca. Completed applications must be received by November 30, 2011. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority. UBC is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, persons of various sexual orientations and gender identity, and others who may contribute to the further diversification of ideas. Salary will be commensurate with qualifications and experience. For information about the Department, visit: <http://www.its.ubc.ca/>.

ITALIAN (LITERATURE/CULTURE) – University of British Columbia. Applications are invited for a tenure-track position at the Assistant Professor level to commence July 1, 2012, subject to final budgetary approval. Candidates should have a specialization in the period from the 15th to the 21st

Century in Italian Literature and Culture. Possible areas of interest are: Enlightenment (in Literature, Philosophy, Science and Law), Romanticism (Risorgimento), Verismo, Modernism; Literary Neo-Realism and its Legacy; Contemporary Writing. The successful candidate will teach undergraduate and/or graduate courses, in both English and Italian, in all periods of the field of specialization, and occasionally fill out the self-identification form available at <http://www.brocku.ca/humanrights/images/selfidentification.doc> and include the completed form with their application. Notes: Brock University is located in the scenic Niagara peninsula minutes from New York State and a one-hour drive from Toronto. A stable manufacturing base in addition to expanding sectors such as wine-making and tourism provides for a dynamic, high growth area with an exceptional range of professional and recreational opportunities. The Faculty of Business is AACSB accredited and enjoys both research and teaching excellence. The University has 80 full-time members, and offers five graduate programs: MBA, MPA International Studies program, Master of Accounting, International Master of Accounting, plus Master of Science and two undergraduate programs: BBA and BA. The Department of Marketing, International Business, and Strategy has 20 full-time faculty and is one of four departments in the Faculty of Business. Information on Brock University can be found on the University's website www.brocku.ca. Submit your application and curriculum vitae by October 15th, 2011, along with a statement of teaching philosophy, evidence from teaching evaluations (if available), sample of scholarly publications, and any other information as well as your self-identification form (if you choose to submit one) <http://www.brocku.ca/humanrights/images/selfidentification.doc>. Reference letters will be requested only for those candidates who are not offered. Dr. H. F. (Herb) MacKenzie, Chair, Department of Marketing, International Business, and Strategy, Email: (preferred): hmacenzie@brocku.ca; Postal: Department of Marketing, International Business, and Strategy, Brock University, St. Catharines, Ontario, CANADA L2S 3A1; Phone: 905-580-5550 ext. 3148. Application Deadline: Oct. 15, 2011.

MECHANICAL ENGINEERING – University of Toronto. The Department of Mechanical and Industrial Engineering at the University of Toronto currently invites applications for two tenure-track appointments at the rank of Assistant or Associate Professor. An area of strategic interest to the Department is Mechatronics; however, applications within the general area of Mechanical Engineering are welcome. The successful candidate will show leadership and innovation in research and teaching. Applicants must have a doctoral degree in engineering (or related discipline), an outstanding academic and research record including refereed publications and effective teaching ability. Applicants are expected to have a PhD in Linguistics (or equivalent) with a specialization in Indigenous Language Revitalization. With this specialization, preferred research sub-specializations include community-based research, language documentation, ethnographic sociolinguistics, first or second language acquisition processes, semantics, psycholinguistics or language cognition. We seek candidates with leadership experience in Indigenous language revitalization programs, an excellent record of scholarly achievement, and a commitment to excellence in undergraduate and graduate teaching. The responsibilities of this position include MA and PhD student supervision and the teaching of courses in our undergraduate and graduate programs in Linguistics and in the BA, BA Certificate and MA programs in Indigenous Language Revitalization. Our department has particular strengths in linguistic description, speech production and perception, second language and applied linguistics research, community-based research, and languages of the Pacific Rim. Including Asian and North American languages. We seek a research, community-based research, and program development are also encouraged. Applicants should send, in hard copy, a letter of application, curriculum vitae, a statement of teaching and research interests, and the names and e-mail addresses of three referees to: Dr. John Harris, Chair, Department of Linguistics, University of British Columbia, P.O. Box 3045, Victoria, BC, Canada V8W 3B4; e-mail: john.harris@ubc.ca; or by fax: (250) 721-7422. The deadline for receipt of applications is 20 October 2011. Information about the Department of Linguistics and its programs can be found on the Department's website at <http://www.its.ubc.ca/ling/>. The University of British Columbia is one of Canada's most vigorous comprehensive universities. The Department of Linguistics has a phonetics lab, a speech research lab, a sociolinguistics research lab, a linguistics research lab, and the services of a full-time programmer/consultant. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal persons, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be given priority.

MARKETING, INTERNATIONAL BUSINESS & STRATEGY – Brock University. Job Summary: The Faculty of Business, Brock University invites applications for a probationary tenure-track position in Strategic Management. Starting July 1, 2012, the rank is at the Assistant Professor level, dependent upon qualifications. The availability of this position is subject to final budgetary approval. Qualifications: Qualifications include a doctorate in strategic management or a related discipline completed or near completion. Candidates in all specialty areas of strategic management are encouraged to apply, especially those with a secondary research interest in organizational theory. Position level and salary are commensurate with the applicants' qualifications. All qualified candidates are encouraged to apply. Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment

Equity and invites applications from all qualified candidates. Women, Aboriginal persons, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates are asked to have their application considered as a member of one or more designated groups and include the self-identification form available at <http://www.brocku.ca/humanrights/images/selfidentification.doc> and include the completed form with their application. Notes: Brock University is located in the scenic Niagara peninsula minutes from New York State and a one-hour drive from Toronto. A stable manufacturing base in addition to expanding sectors such as wine-making and tourism provides for a dynamic, high growth area with an exceptional range of professional and recreational opportunities. The Faculty of Business is AACSB accredited and enjoys both research and teaching excellence. The University has 80 full-time members, and offers five graduate programs: MBA, MPA International Studies program, Master of Accounting, International Master of Accounting, plus Master of Science and two undergraduate programs: BBA and BA. The Department of Marketing, International Business, and Strategy has 20 full-time faculty and is one of four departments in the Faculty of Business. Information on Brock University can be found on the University's website www.brocku.ca. Submit your application and curriculum vitae by October 15th, 2011, along with a statement of teaching philosophy, evidence from teaching evaluations (if available), sample of scholarly publications, and any other information as well as your self-identification form (if you choose to submit one) <http://www.brocku.ca/humanrights/images/selfidentification.doc>. Reference letters will be requested only for those candidates who are not offered. Dr. H. F. (Herb) MacKenzie, Chair, Department of Marketing, International Business, and Strategy, Email: (preferred): hmacenzie@brocku.ca; Postal: Department of Marketing, International Business, and Strategy, Brock University, St. Catharines, Ontario, CANADA L2S 3A1; Phone: 905-580-5550 ext. 3148. Application Deadline: Oct. 15, 2011.

MECHANICAL ENGINEERING – University of Toronto. The Department of Mechanical and Industrial Engineering at the University of Toronto currently invites applications for two tenure-track appointments at the rank of Assistant or Associate Professor. An area of strategic interest to the Department is Mechatronics; however, applications within the general area of Mechanical Engineering are welcome. The successful candidate will show leadership and innovation in research and teaching. Applicants must have a doctoral degree in engineering (or related discipline), an outstanding academic and research record including refereed publications and effective teaching ability. Applicants are expected to have a PhD in Linguistics (or equivalent) with a specialization in Indigenous Language Revitalization. With this specialization, preferred research sub-specializations include community-based research, language documentation, ethnographic sociolinguistics, first or second language acquisition processes, semantics, psycholinguistics or language cognition. We seek candidates with leadership experience in Indigenous language revitalization programs, an excellent record of scholarly achievement, and a commitment to excellence in undergraduate and graduate teaching. The responsibilities of this position include MA and PhD student supervision and the teaching of courses in our undergraduate and graduate programs in Linguistics and in the BA, BA Certificate and MA programs in Indigenous Language Revitalization. Our department has particular strengths in linguistic description, speech production and perception, second language and applied linguistics research, community-based research, and languages of the Pacific Rim. Including Asian and North American languages. We seek a research, community-based research, and program development are also encouraged. Applicants should send, in hard copy, a letter of application, curriculum vitae, a statement of teaching and research interests, and the names and e-mail addresses of three referees to: Dr. John Harris, Chair, Department of Linguistics, University of British Columbia, P.O. Box 3045, Victoria, BC, Canada V8W 3B4; e-mail: john.harris@ubc.ca; or by fax: (250) 721-7422. The deadline for receipt of applications is 20 October 2011. Information about the Department of Linguistics and its programs can be found on the Department's website at <http://www.its.ubc.ca/ling/>. The University of British Columbia is one of Canada's most vigorous comprehensive universities. The Department of Linguistics has a phonetics lab, a speech research lab, a sociolinguistics research lab, a linguistics research lab, and the services of a full-time programmer/consultant. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal persons, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be given priority.

MIKMAW LANGUAGE/CULTURE – Cape Breton University. Cape Breton University invites applications for a tenure-track position in Mikmaw Language/Culture within the Department of Human Studies at the rank of Assistant Professor. This position will commence July 2012 and is subject to budgetary approval. Reference will be given to applicants with a completed PhD, or who are pursuing a PhD, in a relevant area. He/she must be a fluent speaker of Mikmaw and be literate in the Smith/Francis Orthography. Preference will be given to candidates who are members of a First Nation. The successful candidate will be required to teach existing conventional Mikmaw courses and to actively engage in the development of new upper level Mikmaw language course offerings. She/he will be expected to deliver Mikmaw language and literacy courses in a traditional classroom setting as well as via video conferencing. The successful applicant will play a teaching and research role in the activities of the Mikmaw Language Lab. Applicants should have a strong research interest in the pedagogy for teaching First Nations' languages. The successful applicant will be expected to publish in the area of First Nations' language learning, and culture. Applicants are expected to demonstrate potential for oral and commitment to the teaching, research, and service activities of Cape Breton University, the larger community and their profession. The union affiliation of this position is with the Cape Breton University Faculty Association. Qualified candidates should send a letter of application, curriculum vitae, a statement of teaching and research interests, a copy of academic transcripts, and three current letters of reference (sent directly to CBU) to the Human Resources Department, at Cape Breton University, P.O. Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada B1P 6L2. Email: hr@cbu.ns.ca. Review of applications will begin January 3, 2012; however, the position will remain open until the end of the application period. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. CBU is an equal opportunities employer.

ASSOCIATE VICE-PRESIDENT
Students

The University of Lethbridge continues to grow as a comprehensive post-secondary institution. The University's focus on liberal education, selected professional programs, smaller classes, co-op placements, and involvement of students in faculty research provides the very best education available. Currently, the University has 8,400 students, including over 500 graduate students, enrolled in more than 150 programs offered across five faculties and the School of Graduate Studies.

The Associate Vice-President (Students) is a new position, reflecting the University's commitment to student success and enhancing the student experience. The AVP (Students) will report to the Vice-President (Academic) & Provost. She will play a critical leadership role within the University, planning for and leading initiatives that cultivate student success and enhance the learning environment, and developing recruitment and retention initiatives.

A dedicated team of professionals who are committed to advancing the University's mission and strategic goals as they relate to the student experience will make up the AVP (Students) team.

The Associate Vice-President (Students) will oversee the Registrar's Office and Student Services. Units reporting to the AVP (Students) include the International Centre for Students, Recruitment and Student Life, Scholarships and Student Finance, Career and Employment Services, the Chaplain's Office, Counselling Services, Native Student Advising, and the Disabilities Resource Centre. Units reporting to the Registrar through to the AVP (Students) include Student Information Systems, Documents and Systems Support, Records and Registration, Admissions, and the Information Centre.

The ideal candidate will be dedicated to student success and enhancing the student experience, and will possess a proven track record of success in student service operations (or in a related area), a strong academic background, and previous experience as an academic administrator. She will possess a terminal degree in a relevant field.

The position of AVP (Students) is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus encouraging applications from qualified women and men including persons with disabilities, members of visible minorities, and Aboriginal persons.

Should you be interested in learning more about this unique leadership opportunity please contact

Kelly Baron McIntosh or Carol Robinson at 604-998-4032 or forward your info to: datc@ucv.ca, a letter of introduction and the names and contact information for three referees. In confidence, to info@hwest.ca. For more information, please visit our website at www.hwest.ca. We will respond to all who express interest.

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A leadership recruitment firm



DALHOUSIE UNIVERSITY
SCHULICH SCHOOL OF LAW

MacBAIN CHAIR IN HEALTH LAW AND POLICY

The MacBain Chair in Health Law and Policy, named after Arthur Allister MacBain (L.B. 1951) and established in 2011, was created through the generous support of the McCall MacBain Foundation.

We invite applications for a tenure-track or tenured appointment to the MacBain Chair in Health Law and Policy at the rank of Assistant, Associate or Full Professor, to commence July 1, 2012. The term for the chair is five years and is renewable. The appointment is subject to budgetary approval. Applications received before September 30, 2011 will be given the fullest consideration.

The Faculty seeks applications from exceptional scholars in the field of health law and policy. The chair holder will provide intellectual leadership at the law school and with Dalhousie's Health Law Institute, and will be actively engaged in projects that seek to have an impact in the health law field locally, regionally, nationally, and internationally. The chair holder is expected to contribute to teaching and supervision at both the J.D. and graduate levels.

The Faculty of Law is already home to a Tier 2 CRC in Health Law in addition to Dalhousie's Health Law Institute. The addition of the MacBain Chair in Health Law and Policy is expected to make Dalhousie the leader in health law and policy research in Canada and place us among a small number of academic institutions with international impact in this field.

How to Apply

Applications, including a CV, a statement of teaching and research interests, and the names of three referees, should be forwarded by September 30, 2011 to:

Dean Kim Brooks
Schulich School of Law
Dalhousie University
1459 Oxford Street
Halifax, NS B3H 4R2
Tel: (902) 494-2114 Fax: (902) 494-2102

OR

Applications may be made by e-mail, addressed to: lawdean@dal.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal persons, persons with a disability, racially visible persons and women. For more information, visit the Employment Equity web site at: www.hrhp.dal.ca.

CAREERS CARRIÈRES


www.careers.ualberta.ca

Dean, Faculty of Native Studies

The University of Alberta invites nominations and applications for the position of Dean, Faculty of Native Studies. The appointment, for an initial five-year term, begins July 1, 2012.

The University of Alberta in Edmonton is one of Canada's top teaching and research universities, with an international reputation for excellence across the humanities, sciences, creative arts, business, engineering, and health sciences. Home to more than 38,000 students and 15,000 faculty and staff, the university has an annual budget of more than \$1.4 billion and attracts \$536 million in sponsored research revenue. It offers close to 400 rigorous undergraduate, graduate, and professional programs in 18 faculties on five campuses—including one rural and one francophone campus. The university has approximately 230,000 alumni worldwide. Edmonton, the provincial capital, is a vibrant, friendly city of more than a million people, offering a rich cultural and recreational life. The largest of the U of A's five campuses is situated adjacent to the spectacular North Saskatchewan River Valley and is less than a four-hour drive from the Rocky Mountains.

Native Studies, the only degree-granting academic unit of its kind in Canada, distinctively combines Aboriginal community knowledge and concerns with the scholarly standards and methods of a research University to offer relevant interdisciplinary education in a rigorous, respectful academic environment. This is a student-centred Faculty that provides a common ground for students to learn, research, explore and critically examine the historical and contemporary relations and broader societal issues that concern Native peoples and communities.

The student body of the Faculty reflects a mixture of both Native and non-Native students.

The Dean is responsible to the Provost and Vice-President (Academic) for the supervision and administration of all operations of the Faculty, including the budget and fund development. In addition to the role of senior officer of the Faculty, the Dean also serves as a senior administrator of the University.

Candidates must possess an earned doctorate and be eligible for appointment at the rank of associate professor or of full professor. Also required are: a proven record of contribution in academic and research fields related to Native Studies; a proven commitment to excellence in teaching and research; administrative experience at a senior level; and a demonstrated ability to build and maintain relationships at various levels, especially with Aboriginal communities. Candidates must have a record of excellence in leadership and experience in fundraising and external relations.

Consideration of candidates will begin in September 2011.

For more information, please see Competition No. A103114651 at www.careers.ualberta.ca. Written nominations, applications or expressions of interest may be submitted in confidence to:

Janet Soles or Tim Hamilton

Ogders Berndtson

403.410.6700

Janet.Soles@

ogdersberndtson.ca

Tim.Hamilton@ogdersberndtson.ca



ODGERS BERNDTSON

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



Vice-President (Research)

The University of New Brunswick (UNB) invites applications and nominations for the position of Vice-President (Research).

The Vice-President (Research) is responsible for enhancing the overall research stature of UNB and, in particular, its mission to provide a strong and vibrant capacity for research and innovation in the province of New Brunswick and the Atlantic region.

The successful candidate is expected to provide leadership in fostering an environment favourable to research and in encouraging research by over 600 faculty members in Faculties of Arts, Business, Business Administration, Computer Science, Education, Engineering, Forestry and Environmental Management, Law, Nursing, Kinesiology, Science, and Science, Applied Science and Engineering on the Fredericton and Saint John campuses. The position carries responsibility for the administration of a wide range of research programs, institutes, centres, chairs and policies in cooperation with other University bodies such as the School of Graduate Studies. The Vice-President will play a major role in building relations with government, industry and community agencies to increase research funding and research opportunities for faculty and the University. The Vice-President's mandate includes the stimulation, promotion and coordination of interdisciplinary research initiatives and technology development and transfer.

Candidates must have a record of scholarly and administrative achievement, and a demonstrated commitment to excellence in research. An ability to interact effectively with academic colleagues, governance bodies, research agencies, business leaders, government, and the community is essential.

The appointment will commence on 1 July 2012 for a renewable term of five years. Review of candidates will begin in November 2011 and will continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants must indicate current citizenship status as part of their application.

Applications and nominations should include a curriculum vitae and succinct statement outlining qualifications and suitability for the position, and should be submitted in confidence to the address shown below.

Janet Wright & Associates Inc.

174 Bedford Road, Suite 200

Toronto, Ontario M5R 2K9

unbvp@wasearch.com

The University of New Brunswick is committed to the principle of Employment Equity.

Janet Wright & Associates Inc.

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OPERATIONS MANAGEMENT/OPERATIONAL RESEARCH

McMaster University is seeking a tenure-track faculty position in operations management/operational research at all ranks with a proposed commencement date of July 1, 2012. Salary will be commensurate with qualifications and experience. The position is subject to budgetary approval. The successful applicant will be expected to support the Faculty's PhD program, teach undergraduate and graduate courses, supervise PhD students, and conduct high-quality research in operations management/operational research. Applicants should have a PhD and have a demonstrated commitment to teaching and research in a university environment. We would value exposure to a business school environment. Applicants must have demonstrated research productivity commensurate with the rank of appointment. Evidence of a completed earned doctorate is required for the appointee to receive the rank of Assistant Professor or higher and to be in a tenure-track position. A three-year appointment at the rank of Assistant Professor, if the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree. The Faculty of Business Administration is a leader in management education with AACSB International Accreditation. Approximately 1,000 students are registered in the undergraduate programs of the Faculty, with another 200 students completing graduate programs. The Faculty also has an active international exchange program with universities in Europe, Asia, and Mexico. For additional information about our faculty, please visit our web site at www.busecon.mcmaster.ca. Applicants are asked to email a copy of their curriculum vitae and the names of three referees to dean@business.mcmaster.ca. Written nominations, applications or expressions of interest may be submitted in confidence to:

Janet Soles or Tim Hamilton

Ogders Berndtson

403.410.6700

Janet.Soles@

ogdersberndtson.ca

Tim.Hamilton@ogdersberndtson.ca

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(Tier I) in Philosophy of Science. The Canada Research Chair program has been established by the Government of Canada to enable Canadian universities to foster research excellence and enhance their role as world-class centers of research. Further information on the program is available on the CRC web site at <http://www.chairs.gc.ca>. We are seeking an innovative leader and established scholar in any area of Philosophy of Science, broadly construed. The successful candidate will play a key role in the academic leadership of the Rotman Institute. The position represents an excellent opportunity for experienced individuals who are recognized internationally as leaders in their field and who are currently in the rank of Professor or Associate Professor. Salary is negotiable and commensurate with qualifications and experience. This position would be at the rank of Associate Professor or Professor with Tenure. Review of applications will begin on September 1, 2011 and will continue until the position is filled. All Chairs are subject to review and final approval by the CRC Secretariat. Applications including a curriculum vitae, a writing sample, a teaching dossier and a description of a 5-7 year research plan and the names, addresses, telephone numbers and email addresses of three potential referees should be sent to: Professor Lagerlund, Chair, Department of Philosophy, Stevenson Hall, The University of Western Ontario, London, Ontario, Canada N6A 5B6. Positions are subject to budget approval. Applicants should have fluent oral and written communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to equity in employment and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

POLITICAL SCIENCE – McMaster University

The Department of Political Science is seeking applications for a tenure-track position in International Relations at the rank of Assistant Professor, commencing July 1, 2012. The successful candidate will have a PhD and a program of research in International Relations and be able to contribute both to the undergraduate and graduate programs. At the undergraduate level the appointee will be expected to contribute to general international relations courses and courses in an area of their expertise. At the graduate level the candidate should be able to contribute to the Masters in Political Science, Masters in International Relations and the PhD program in International Relations. The appointee will be expected to carry out an independent research program yielding significant peer-reviewed publications and contribute successfully for external funding to support this research program. Further information on the Department of Political Science can be found at www.mcmaster.ca/polisci. Preference will be given to candidates with a completed PhD in Political Science or its equivalent, but candidates who are near completion may also be considered. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Informal queries can be addressed to the Department Chair, Dr. Robert O'Brien, at robert.o'brien@mcmaster.ca. Hard copies of applications including a curriculum vitae, a representative sample of academic writing, three letters of reference (sent directly by referees) and teaching dossier (including teaching evaluations, outlines for a graduate and an undergraduate lecture/tutorial, and a list of references) should be sent to: Dr. Robert O'Brien, Chair, Department of Political Science, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4M4, CANADA. Consideration of applications will begin October 3, 2011.

POLITICAL SCIENCE – Yale University

Yale's School of Forestry & Environmental Studies has an open-rank, tenure-track opening for a social scientist in environmental policy, science, or related discipline, whose research and teaching address the human dimensions of environmental policy and resource stewardship. Ideal candidates will have an outstanding scholarly record and will also demonstrate potential for collaborating with natural and physical scientists within the School and more broadly at Yale. Candidates should have strong expertise in such fields as: the policy-making process, science-policy relations, international or comparative environmental governance, environmental institutions and movements, and public administration. We seek candidates who apply disciplinary and interdisciplinary approaches to significant environmental challenges such as: forest conservation and management; food security and agriculture; urban/rural relations; land use change; environmental justice; climate science; energy/water; North-South relations; environmental security; or societal responses to risk, hazard, and disaster. The successful candidate will be expected to develop an internationally recognized research program that involves graduate students, and to teach both graduate and undergraduate classes. Deadline: October 31, 2011. To apply, candidates should submit a curriculum vitae, a statement of research and teaching interests, and the names and contact information of four referees via email with the subject line "Environmental Faculty Searches – Social Scientist" to forestsearch@yale.edu or via surface mail to: Environmental Faculty Searches – Social Scientist, c/o Pilar Montalvo, David's Office, Yale School of Forestry & Environmental Studies, 365 Prospect Street, New Haven, CT 06511, USA. Prior to applying, candidates should explore the School's website (www.environment.yale.edu) and consider how their expertise can strengthen or complement the strengths of the existing faculty of the School. Applications received by October 31, 2011 will receive full consideration.

POLITICAL SCIENCE (INTERNATIONAL RELATIONS) – University of British Columbia

The Department of Political Science, University of British Columbia – Vancouver, is seeking applications for a tenure-track appointment, at the rank of Assistant Profes-

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so, effective 1 July 2012 in international relations, with expertise in the economic dimensions of global politics. The successful candidate will be expected to teach and supervise at the graduate and undergraduate levels in the areas of international political economy and/or governance of the global economy. Candidates must have a PhD or equivalent completion of a master's degree and a genuine commitment to excellent undergraduate and graduate teaching. The successful candidate will be expected to lead and train a program of scholarly research leading to publication, effective teaching, graduate supervision, and service. The positions are faculty research interests and general activities of the Department of Political Science are found at www.politics.ubc.ca. The University of British Columbia's main campus is located in Vancouver, British Columbia. Vancouver is a vibrant, diverse city with physical beauty, quality of life and climate routinely rank it as one of the world's most desirable cities. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified applicants to apply.

PSYCHOLOGY – McGill University. The Psychology Department at McGill University invites applications for a research assistant position, commencing September 2011. Applicants should have Master's degrees or higher in Clinical Psychology, minimum two years research experience and proficiency in English and French languages. Responsibilities include coding pain behaviors, preparing ethics proposals, data analysis, conducting literature reviews, managing lab equipment and supplies. The research assistant will also supervise undergraduate students in their lab work. All qualified applicants are encouraged to apply. This is a permanent position. Successful candidates will be given priority. McGill University is committed to diversity and equity in employment. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, and persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversity. Salary is negotiable. For consideration, send letter and CV with references to: mcgill.lit.psych@mcgill.ca or contact Beatrice Gaffin at (514) 398-3584 or visit <http://fulfillanresearch.mcgill.ca/index.php>. Resumes must be received by September 12th, 2011.

PSYCHOLOGY – Brock University. The Department of Psychology at Brock University, Ontario, is seeking applications for a probationary tenure-track position in Perception and Cognition, beginning in 2012. The successful candidate will be expected to teach courses in perception, among other areas. Applicants with expertise in the psychology of aging are especially encouraged to apply. This position is subject to final budgetary approval. Inquiries should be directed to Dr. Michael Ashton, Chair of Psychology, at (905) 688-5550 x3291 or psych@brocku.ca. Information about Brock University and the Department of Psychology can be found at www.brocku.ca or www.brocku.ca/psychology. Applicants should submit a letter of application, a curriculum vitae, statements of research and teaching interests, recent resumes, and evidence of teaching performance. All in hard copy format, to: Dr. Michael Ashton, Chair of Psychology, Brock University, St. Catharines, ON L2S 3A1. Applicants should also arrange for at least three letters of academic reference to be sent under separate cover. Review of applications will begin on October 14, 2011, and will continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to identify themselves in their application letter as members of a designated group. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Declaration Form available at http://www.brocku.ca/web/m_send/1095 and include the completed form with their application.

PSYCHOLOGY (INTERDISCIPLINARY/ABORIGINAL PSYCHOLOGY) – University of Western Ontario. Applications are invited for a tenure stream appointment in the Psychology Department at the University of Western Ontario, effective July 1, 2012. We have a particular interest in applicants who specialize in topics that are typically associated with the "I" side of I/O Psychology and who have a solid background in statistics/research methodology, but applicants trained in any area of I/O Psychology are equally encouraged to apply. Applicants must have a PhD by July 1, 2012, and the selected candidate will be expected to teach undergraduate and graduate courses in I/O psychology topics, and provide graduate student supervision. The Psychology Department has approximately 50 faculty members, 20 staff members, and over 100 graduate students enrolled in the Masters and PhD programs. It is one of the most distinguished psychology departments in Canada and has a very strong I/O Psychology group. Further information about Psychology, and the I/O Psychology group, at Western may be found at <http://www.uwo.ca/psychology/> and <http://psychology.uwo.ca/psychology/>.

IO, respectively Applicants should submit a curriculum vitae, a statement of research interests, a list of publications, and a list of representative publications, and arrange to have 3 letters of recommendation sent to: Dr. Albert Katz, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada, N6A 6G2. Consideration of applications will commence on September 15, 2011, and will continue until the position is filled. This position is subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

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SOCIAL WORK (FIRST NATIONS/ABORIGINAL) – University of British Columbia. The School of Social Work invites applications for a full-time tenure track position, beginning July 1, 2012. This position will be at the rank of tenured-track Assistant Professor. The position is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. We are seeking candidates with a demonstrated ability and interest in high quality teaching, excellence in scholarly activity, and knowledge of and interest in First Nations/Aboriginal culture and issues. The successful candidate will be expected to maintain an active and ongoing research program in the area of prevention and service, to advance First Nations/Aboriginal social work education, curriculum development and research, and to effectively coordinate and lead various initiatives in relation to First Nations issues. Evidence of an ability to work with First Nations/Aboriginal communities and organizations (BSW) and graduate (MSW) level courses in social work practice and/or social policy, including First Nations issues, health, mental health and Aboriginal Child Welfare. Responsibilities of the position will include recruitment and supervision for First Nations/Aboriginal students; liaison with First Nations/Aboriginal communities; and participation in the development of an Aboriginal Strategic Plan for the School. The successful candidate will also be expected to contribute to Graduate supervision at the MSW and PhD levels. This is an exciting time for the School with many changes taking place in program offerings and curriculum design. As a result, the successful candidate will be encouraged to propose courses that will enhance the students' understanding of First Nations/Aboriginal issues and to develop both undergraduate and graduate levels. The School is a member of the Canadian Association of Social Workers (CASA) and the BSW and MSW programs are fully accredited by the Board of Accreditation of Social Work Education (BASWE). The successful candidate will be given priority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. We encourage all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities, to apply. For consideration, send letter and CV with references to: mcgill.lit.psych@mcgill.ca or contact Beatrice Gaffin at (514) 398-3584 or visit <http://fulfillanresearch.mcgill.ca/index.php>. Resumes must be received by September 12th, 2011.

PSYCHOLOGY – Brock University. The Department of Psychology at Brock University, Ontario, is seeking applications for a probationary tenure-track position in Perception and Cognition, beginning in 2012. The successful candidate will be expected to teach courses in perception, among other areas. Applicants with expertise in the psychology of aging are especially encouraged to apply. This position is subject to final budgetary approval. Inquiries should be directed to Dr. Michael Ashton, Chair of Psychology, at (905) 688-5550 x3291 or psych@brocku.ca. Information about Brock University and the Department of Psychology can be found at www.brocku.ca or www.brocku.ca/psychology. Applicants should submit a letter of application, a curriculum vitae, statements of research and teaching interests, recent resumes, and evidence of teaching performance. All in hard copy format, to: Dr. Michael Ashton, Chair of Psychology, Brock University, St. Catharines, ON L2S 3A1. Applicants should also arrange for at least three letters of academic reference to be sent under separate cover. Review of applications will begin on October 14, 2011, and will continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to identify themselves in their application letter as members of a designated group. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Declaration Form available at http://www.brocku.ca/web/m_send/1095 and include the completed form with their application.

PSYCHOLOGY (INTERDISCIPLINARY/ABORIGINAL PSYCHOLOGY) – University of Western Ontario. Applications are invited for a tenure stream appointment in the Psychology Department at the University of Western Ontario, effective July 1, 2012. We have a particular interest in applicants who specialize in topics that are typically associated with the "I" side of I/O Psychology and who have a solid background in statistics/research methodology, but applicants trained in any area of I/O Psychology are equally encouraged to apply. Applicants must have a PhD by July 1, 2012, and the selected candidate will be expected to teach undergraduate and graduate courses in I/O psychology topics, and provide graduate student supervision. The Psychology Department has approximately 50 faculty members, 20 staff members, and over 100 graduate students enrolled in the Masters and PhD programs. It is one of the most distinguished psychology departments in Canada and has a very strong I/O Psychology group. Further information about Psychology, and the I/O Psychology group, at Western may be found at <http://www.uwo.ca/psychology/> and <http://psychology.uwo.ca/psychology/>.

applying, candidates should explore the School's website (www.environment.yale.edu) and consider how their expertise can strengthen or complement the strengths of the existing faculty of the School. Applications received by October 31, 2011 will receive full consideration.

SPANISH – University of British Columbia. Applications are invited for a tenure-track position at the Assistant Professor level to commence July 1, 2012, subject to final budgetary approval. Candidates should have a specialization in one of the Department's areas of research, such as Caribbean, Indigenous, Lusophone, Mexican, etc. The successful candidate will teach undergraduate and/or graduate courses in all periods of the field of specialization, and occasionally language courses (Spanish or Portuguese) at the undergraduate level. He or she should demonstrate in intellectual breadth and flexibility as the Department increasingly moves in new directions. We seek outstanding candidates with bridging interests who will complement existing strengths within the Department such as Postcolonial Studies and in programs such as Latin American Studies, First Nations Studies, Women and Gender Studies, Theatre and Film. The successful candidate will be expected to maintain an active program of research, teaching, graduate supervision, and service. A completed PhD (or proof of imminent completion) in Hispanic or Brazilian Literature is required. Candidates must have native or near-native fluency in Spanish and/or Portuguese, preferably with a good command of English, and will demonstrate excellence or clear promise of teaching ability and effectiveness, and should arrange for three confidential letters of reference to be sent directly to Search Committee, c/o Dr. André Lemay, Head, Department of French, Hispanic and Italian Studies, The University of British Columbia, 757-1873 East Mall, Vancouver, BC Canada V6T 1Z1; Phone: 604-822-5746; Fax: 604-822-6675; Email: andremlemay@ubc.ca. Completed applications will be received by November 30, 2011. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority. UBC is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, and others who may contribute to the further diversification of ideas. Salary will be commensurate with qualifications and experience. For information about the Department, visit <http://www.his.ubc.ca/>.

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WATER RESOURCES (TENURE-TRACK POSITION) – University of Alberta. The Department of Earth and Atmospheric Sciences invites applications for a full-time, tenure-track position in Water Resources research at the Assistant Professor level. This is an endowed position funded by a donation from Encana. We are seeking an individual with expertise in water resource development (experience) that includes, but need not be restricted to, the cycle of water usage in industry operations such as hydraulic fracturing, enhanced oil recovery, and coalbed methane production. A background in physical hydrogeology and/or the transport and fate of pollutants in groundwater is desirable. Current areas of strength within the Department, in which research collaboration with the successful candidate could develop, include surface water/groundwater interactions, numerical modeling of groundwater flow and transport processes, regional groundwater flow, petroleum hydrogeology, isotopic fingerprinting of formation waters, dissolved and free gas migration in groundwater, carbon capture and storage, wetland hydrology and constructed wetlands. The successful candidate will contribute to these strengths by developing an active research program that includes supervising graduate students, collaborating with other faculty members, obtaining external funding, and teaching undergraduate and graduate courses in areas such as hydrology and hydrogeology, water resources, and environmental chemistry. The Department is equipped with outstanding analytical facilities for stable isotope analysis of waters and gases, and isotopic tracers of the major and trace element composition of waters. Applicants must hold a PhD degree at the time of appointment, having a proven research record and demonstrate excellence in teaching. Applications may be addressed to the Chair, Dr. Martin Sharp, and should include a current curriculum vitae, a statement of research interests and a statement of teaching philosophy. Applicants should also arrange for three hard-copy confidential letters of reference to be sent to Dr. Martin Sharp as soon as possible. Application review will begin September 30, 2011; however, the competition will remain open until suitable candidates are found. The start date for this position is January 1, 2012, or as soon as possible thereafter. Interested applicants may apply online at: <http://www.careers.ualberta.ca/Competition/A30794349>. Martin Sharp, Chair, Earth and Atmospheric Sciences, University of Alberta, Edmonton, AB T6G 2E3; Fax: (780) 492-8150; Email: judith.grierson@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

SOCIOLOGY – Yale University. Yale's School of Environmental Studies has an open-rank, tenure-track opening to a social scientist trained within political science, sociology, or a related discipline, whose research and teaching address the human dimensions of environmental and resource stewardship. Ideal candidates will also demonstrate potential for collaborating with natural and physical scientists within the School and more broadly at Yale. Candidates should have strong expertise in such fields as: the policy-making process; science-policy relations; international or comparative environmental governance; environmental institutions and movements; environmental justice; environmental policy; and/or applications of interdisciplinary approaches to significant environmental challenges such as conservation and natural area management; food security and agriculture; urban/rural relations; land use change; environmental justice; climate change; energy; water; North-South issues; environmental security; or societal responses to risk, hazard, and pollution. The successful candidate will be expected to develop an internationally recognized research program that involves graduate students, and to teach both graduate and undergraduate classes. Dead line: October 31, 2011. To Apply: Applicants should submit a curriculum vitae, a statement of research and teaching interests, and the names and contact information of four referees via email with the subject line: Environmental Faculty Searches – Social Scientist. To: residentsocialscib@yale.edu or via surface mail to: Environmental Faculty Searches – Social Scientist, c/o Prita Montano, Dean's Office, Yale School of Forestry & Environmental Studies, 195 Prospect Street, New Haven, CT, 06511, USA. Prior to

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York University offers a world-class, modern, interdisciplinary academic environment in Toronto, Canada's most multicultural city York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Osgoode Hall Law School of York University, Canada's largest English-language law school, is committed to setting the standard for excellence in legal education and legal scholarship. Our innovative teaching program fosters a strong foundation in legal reasoning, diverse perspectives on law, and an understanding of law's transformative role in promoting a just society. Osgoode produces original and significant legal scholarship and prepares its graduates for leadership and service within the profession and beyond. Further information about Osgoode Hall Law School can be found at www.osgoode.yorku.ca/about/index.html.

Osgoode Hall Law School

FACULTY APPOINTMENTS

In the coming year, Osgoode expects to make two faculty appointments that will further enrich the strong and innovative teaching and research program and the diversity of the faculty. These appointments will be effective July 1, 2012, subject to final budgetary approval.

In making these appointments, Osgoode Hall Law School wishes to sustain its commitment to a broad and innovative curriculum that responds to the changes in Canada's social, economic, political and intellectual environments and to enhance its long-standing involvement in interdisciplinary and theoretical teaching and scholarship. To these ends, the Law School will consider all individuals with excellence in scholarly research and in teaching, and exceptional records of academic accomplishment in the following areas of priority for the two appointments (rank open): (1) Private Law/Property; (2) Dispute Resolution; (3) Aboriginal Law; (4) Environmental Law; (5) Public International Law; and (6) Special Distinction. The category of "Special Distinction" is primarily for "candidates who are nationally recognized as one of the top scholars in their selected

field." For updates and more particulars on the areas of priority, including the category of "Special Distinction", please visit our website at www.osgoode.yorku.ca.

Interested individuals should send an application that identifies their areas of specialization and areas of competence in research and teaching, together with a curriculum vitae, copies of law and graduate transcripts, copies of sample publications, and three signed confidential letters of academic reference, to be received as soon as possible and, in any event, no later than Friday, September 30, 2011, to: Amanda Wassermuth, Secretary of the Faculty Recruitment Committee, Osgoode Hall Law School, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3. E-mail: facultyrecruitment@osgoode.yorku.ca. Please note that electronic applications are strongly preferred, and hard copies will not be returned.

Applicants who currently hold faculty positions are invited to contact Professor Craig Scott, Chair, Faculty Recruitment Committee, at 416.736.5366, or Lorne Sossin, Dean, at 416.736.5199.

Osgoode Hall Law School is committed to equality and diversity. The Law School has an Employment Equity Plan, which aims to ensure that our faculty is reflective of the four designated societal groups identified in the federal *Employment Equity Act*: women, visible minorities, Aboriginal persons, and persons with disabilities. The Law School welcomes applications from members of these groups and encourages candidates to self-identify in their initial applications. All qualified candidates are encouraged to apply; however, in accordance with HRSD regulations, Canadian citizens and permanent residents will be given priority.

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BULLETIN

CAREERS CARRIÈRES



CONCORDIA UNIVERSITY'S REPUTATION AS ONE OF CANADA'S MOST DYNAMIC AND innovative universities has its roots in over 180 years of pursuing academic excellence and student success.

This tradition of individual empowerment, discovery and leadership-building was developed by the university's founding institutions—Loyola College and Sir George Williams University—and continues to advance new expressions with local, national and global relevance.

The vibrancy of the Concordia community mirrors and grows out of its urban and multicultural environment in the heart of Montreal. This openness to the world and to new ideas inspires the university to develop an international approach to learning, research and social responsibility.



Home to 27 departments, colleges, schools and institutes, the Faculty of Arts and Science is leading Concordia University to the forefront of research and graduate education in Quebec and Canada. Recognized for innovative research in the sciences, the humanities, and the social sciences, the Faculty invites applications for the following tenure-track positions. Please send your application to the appropriate departmental contact at Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, QC, H3G 1M8. Applications must consist of a cover letter, a current curriculum vitae, copies of recent publications, a statement of teaching philosophy/interests, a statement of research achievements, and evidence of teaching effectiveness. Candidates must also arrange to have three letters of reference sent directly to the departmental contact.

Subject to budgetary approval, we anticipate filling these positions, normally at the rank of Assistant Professor, for July 1, 2012. Appointments at a more senior level may also be considered for some of the positions advertised. Unless otherwise stipulated in the descriptions on our website, candidates for all positions should have a PhD. Review of applications will begin immediately and will continue until the positions are filled. All applications should reach departments no later than November 1, 2011. All inquiries about specific positions should be directed to the appropriate departmental contact. For additional information, please visit our website at artsandscience.concordia.ca.

BIOLOGY

The Department of Biology invites applications for one senior position in **Molecular, Cellular and/or Genomic Biology of Microorganisms**. The Department offers strong teaching and research programs in behavioural, cellular, ecological, genomic, and molecular biology. The purpose-built genomics building, due to officially open in November 2011, is well equipped to support interdisciplinary research in biotechnology and genomics of microorganisms. Individuals with funded research programs that complement the existing strengths of the Department in model organisms or microorganisms of industrial and environmental relevance are encouraged to apply directly to the Department Chair. The successful candidate can be appointed at the rank of Associate Professor or Professor in accordance with experience, and is expected to participate in graduate and undergraduate teaching as well as collaborative research.

Dr. Patrick Gulick, Professor and Chair
Department of Biology
pgulick@concordia.ca :: clone.concordia.ca/bioweb

CHEMISTRY AND BIOCHEMISTRY

The Department of Chemistry and Biochemistry invites applications for one tenure-track position in **Bioanalytical Chemistry** (mass spectrometry). The successful candidate will establish an internationally renowned research program in MS applications in the biological, biomedical or pharmaceutical sciences. He/she will have demonstrated an outstanding record of achievement at the PhD and postdoctoral levels in advancing the use of this technology in biochemical research. Evidence of original MS application development and novel advanced experimental design will be an asset. The candidate is expected to assume a leadership role in the University's Centre for Biological Applications of Mass Spectrometry. In addition to the materials requested above, the application package must also contain a detailed 5-year research plan.

Dr. Joanne Turnbull, Chair
Department of Chemistry and Biochemistry
jturnbull@concordia.ca :: chem.concordia.ca

CLASSICS, MODERN LANGUAGES & LINGUISTICS

The Department of Classics, Modern Languages and Linguistics is seeking applications for a tenure-track appointment in **Linguistics** at the level of Assistant Professor. The successful candidate will have a PhD or be ABD in Linguistics with a specialization in Formal Semantics, and will have an active research profile and broad teaching experience. Teaching and research expertise in morphology and/or cognitive science will be highly valued. Electronic applications preferred.

Dr. Brad Nelson, Chair
Department of Classics, Modern Languages and Linguistics
bnelson@concordia.ca :: cnll.concordia.ca

EDUCATION

The Department of Education invites applications for one tenure-track position in **Early Childhood and Elementary Education** (Teacher Training for pre-kindergarten to grade 6). This position requires undergraduate and graduate teaching, a strong research profile and service responsibilities. Candidates should have completed or nearly completed PhD (or equivalent) in ECEE, Child Studies, Child Development, Educational Psychology, Curriculum or related area. Applicants should have expertise in early childhood education and/or elementary education. A teaching certificate and previous teaching experience at the early childhood and/or elementary education levels are required. Knowledge of French is considered an asset.

Dr. Richard Schmid, Chair, Department of Education
schmidr@education.concordia.ca :: doe.concordia.ca

ENGLISH

The Department of English invites applications for one tenure-track position in **Medieval Literature and Culture**. Candidates should have research interests from the high to late Middle Ages, teaching experience, a completed PhD (or one very near completion), publication(s), and secondary strengths in one or more of the following: digital humanities research; early modern literature; other medieval European vernacular literatures; Old English and/or medieval Latin language and literature. All applications must also include a writing sample of 25 pages.

Dr. Jason Camlot, Chair, Department of English
chaireng@concordia.ca :: english.concordia.ca

ÉTUDES FRANÇAISES

Le Département d'études françaises sollicite des candidatures pour un poste menant à la permanence en enseignement du français langue seconde, avec spécialisation en **Technologie de l'information et de la Communication pour l'Enseignement**. Les qualifications recherchées sont un Ph.D. obtenu dans une discipline pertinente, de l'expérience en enseignement universitaire, ainsi qu'un excellent dossier de publications.

Monsieur Philippe Coignat, directeur
Département d'études françaises
pcognat@concordia.ca :: francais.concordia.ca

EXERCISE SCIENCE

The Department of Exercise Science invites applications for two tenure-track positions, one in **Clinical Exercise Physiology or Behavioural Medicine** and one in **Clinical Imaging**. We welcome all applicants with expertise in advancing the clinical / therapeutic approaches to the study of health as well as primary and secondary disease prevention. In addition to excellent teaching, the candidates will be required to establish a strong record of research activity including external funding and publications. In addition to the materials requested above, each applicant will be required to provide and to present a 5-year research plan that will incorporate activities in the PERFORM Centre (www.performcentre.ca).

Dr. Robert Kilgour, Professor and Chair
Department of Exercise Science
kilgour@concordia.ca :: exscs.concordia.ca

JOURNALISM

The Department of Journalism invites applications for one tenure-track position in **Journalism Studies**. Candidates must be able to contribute to the department in three areas: teaching, research and administrative service. Specifically, candidates must be able to teach both academic and production courses at the undergraduate and graduate levels. Ideal candidates will have a PhD in a related field, at least five years of practical journalism experience, university teaching experience and a research portfolio in at least one of the following areas: media law, media in Quebec, new journalism forms, political economy, journalism history.

Professor Linda Kay, Chair
Department of Journalism
lindakay@gmail.com :: journalism.concordia.ca

MATHEMATICS AND STATISTICS

The Department of Mathematics and Statistics invites applications for one position in **Actuarial Mathematics**. Applicants should have a PhD, a strong research and teaching record, and be a Fellow or Associate member (or equivalent) of one of the major North American actuarial organizations, such as the Canadian Institute of Actuaries, the Casualty Actuarial Society or the Society of Actuaries. Associate members will need to commit to complete their Fellowship before the end of their first probationary contract or, for a senior appointee, within the first three years of the appointment.

Dr. Yogendra Chaturvedi, Chair
Department of Mathematics and Statistics
chair@mathstat.concordia.ca :: mathstat.concordia.ca

PHYSICS

The Department of Physics invites applications for one tenure-track position in **Biophysics or Nanophysics**. In nanophysics, we seek applicants with interest and pertinent experience in either theoretical or experimental nanoscale condensed matter physics. In biophysics, we seek applicants with interests in biomaterials related to renewable energy, sensors or optical devices. Candidates must have relevant postdoctoral experience and a strong publication record. The successful applicant will have to build a strong research group, raise substantial external funding and supervise multiple graduate students.

Dr. Truong Vo-Van, Chair
Department of Physics
truongvo-van@concordia.ca :: physics.concordia.ca

POLITICAL SCIENCE

The Department of Political Science invites applications for one tenure-track position in **Comparative Politics**. Preferred areas of specialization include the politics of patronage, regionalism, human rights and ethnic conflict in newly industrializing as well as developed areas. Successful candidates should have an established record of publications and will be expected to teach at both the undergraduate and graduate (Masters and Doctoral) levels. The Department has particular strength in the study of developing societies and welcomes applicants who will make substantial research contributions to the field of Comparative Politics.

Dr. Csaba Nkolenyi, Chair
Department of Political Science
csaba@concordia.ca :: politicalscience.concordia.ca

SCHOOL OF CANADIAN IRISH STUDIES

The School of Canadian Irish Studies invites applications for one tenure-track position in **Irish Diaspora Studies**. Candidates in Humanities, Social Sciences and Fine Arts disciplines are encouraged to apply. The ideal candidate will have a completed PhD, a strong research and teaching profile, previous administrative experience, a demonstrated multidisciplinary approach to his/her own subject, a broad interdisciplinary conceptualization of Irish Studies, and expertise in the discourses of migration studies in general as well as Irish diaspora studies. The candidate will be expected to facilitate the development of Irish Studies within the university and play an active role in the School's outreach to the Irish community.

Dr. Michael Kenneally, Principal
School of Canadian Irish Studies
michael.kenneally@concordia.ca :: cdnirish.concordia.ca

SOCIOLOGY AND ANTHROPOLOGY

The Department of Sociology and Anthropology invites applications for one tenure-track position in **Critical Anthropological Theory**. We are looking for an anthropologist whose work is firmly grounded in ethnographic fieldwork and in public engagement with contemporary issues of health, social justice and human rights, and sustainability or population displacement (Rank Assistant Professor).

Dr. Frances M. Shaver, Chair
Department of Sociology and Anthropology
sachar@concordia.ca :: socioanth.concordia.ca



The Faculty of Engineering and Computer Science is one of Canada's major engineering schools, offering a wide array of exciting programs, courses and cutting edge research opportunities in a dynamic setting equipped with state-of-the-art facilities.

Applications are invited for the following full-time, tenure-track faculty positions at the assistant or associate professor level. Applicants will be expected to demonstrate a strong commitment to supervision of MSc and PhD students, and to excellence in teaching at both the graduate and undergraduate levels. They will conduct independent scholarly research and attract strong external funding.

Applications should consist of detailed curriculum vitae, a statement concerning teaching and research interests and the names of at least three referees. Relevant industrial experience is an asset. Excellent communication skills are required. Knowledge of French is an asset but not essential for an academic career at Concordia.

CAREERS CARRIÈRES

Membership or eligibility for membership in a Canadian professional engineering association, preferably in the province of Quebec, is required.

Review of the applications will begin immediately and will continue until the positions are filled. Electronic applications are preferred and should be sent to the appropriate department contact by email no later than November 1, 2011. Only short-listed applicants will be notified. Appointments are expected to commence in the summer of 2012.

For additional information on the Faculty and further details on these postings, visit www.ence.concordia.ca

BUILDING, CIVIL AND ENVIRONMENTAL ENGINEERING

Environmental Engineering

Applications are sought in the general area of environmental engineering with expertise and interest in one or more of the following areas: industrial waste treatment, carbon capture, net-zero discharge systems, environmental systems engineering, environmental forensics and disaster management. Applicants must hold a PhD in Environmental Engineering or related disciplines.

Building Engineering

Applicants must have a track record in the building envelope analysis and design with expertise in one or more of the following areas: Heat, Air and Moisture (HAM) building performance, modelling, building diagnostic and failure analysis, condition assessment, and rehabilitation of building envelopes. Expertise in experimental testing and practical design experience is desirable, and applicants must hold a PhD in Building or Architectural engineering, or related disciplines.

Building Engineering

Applications are sought in the general area of building engineering with expertise and interest in one or more of the following areas: building acoustics, lighting/daylighting, sustainable built environment, artificial intelligence applications in building systems, integrated systems and energy efficiency. Applicants must hold a PhD in Building or Architectural engineering, or related disciplines.

Dr. M. Zaheeruddin, Chair
Building, Civil & Environmental Engineering
zaheer@cece.concordia.ca :: www.cece.concordia.ca

COMPUTER SCIENCE AND SOFTWARE ENGINEERING

Software Engineering

Applicants must demonstrate specific expertise and research interests in software architecture and design. Applicants must hold a PhD in Software Engineering, Computer Science or Computer Engineering.

Dr. S. P. Mudur, Chair
Computer Science and Software Engineering
chair@csce.concordia.ca :: www.csce.concordia.ca

ELECTRICAL AND COMPUTER ENGINEERING

Computer Engineering (Software)

Applicants must possess expertise and research interests in cloud computing, virtualization, and quality of service engineering and monitoring. Knowledge of software engineering techniques is required. Applicants must hold a PhD in Computer Engineering, Electrical Engineering, Computer Science or Software Engineering.

Dr. W. E. Lynch, Chair
Electrical and Computer Engineering
blynch@ece.concordia.ca :: www.ece.concordia.ca

MECHANICAL AND INDUSTRIAL ENGINEERING

Aerospace Engineering

Applications are sought specifically in the area of aircraft structures, stress analysis and aero-elasticity. Applicants should hold a Bachelor's degree in Mechanical/Aeronautical Engineering or similar engineering disciplines with a PhD in Mechanical/Aeronautical Engineering or in a closely related area.

Composites Manufacturing

Applications are sought for a Junior Research Chair to complement the research activities of a senior NSERC Industrial Research Chair in Automated Composites Manufacturing. Applicants with expertise in the area of Advanced Manufacturing of Polymer Matrix Composites and Composites for Aerospace Applications will be given preference. Applicants should hold a Bachelor's degree in Mechanical Engineering or similar engineering disciplines, and a PhD degree in Mechanical or Composite Engineering or in a closely related area.

Dr. M. D. Pugh, Chair
Mechanical and Industrial Engineering
chair@mie.concordia.ca :: www.mie.concordia.ca



FACULTY OF FINE ARTS

The Faculty of Fine Arts offers an unparalleled range of fine arts programs across nine departments and three research institutes, a vibrant cross-disciplinary environment, and exceptional state-of-the-art facilities. We invite applications for the following tenure-track positions which should reach departments on or before November 1, 2011. Although classes are taught in English, fluency in spoken and written French would be considered an asset.

Please consult our website for further information and application instructions for each position:
finearts.concordia.ca/officeofthedeansjobpostings

ART HISTORY

We invite applications for two tenure-track positions: **Modern/Contemporary Art History** and **Early Modern Art History** (c. 1300 to 1800). We seek candidates who can examine art and visual culture from new interdisciplinary perspectives, within a global context, and across a range of media. Applicants should possess a completed PhD; teaching experience at the post-secondary level; a demonstrated ability to conduct and disseminate innovative research; and administrative and committee experience.

DESIGN AND COMPUTATION ARTS

We invite applications for one tenure-track position in **Games and Virtual Environment Design**. Areas of research, creation and teaching may include interactive narrative, virtual environment design, game design, serious and alternative games, game studies, interaction design, interactive media and/or animation as well as an understanding of digital game creation as practiced in industry and in the 'garage'. The anticipated responsibilities include collaboration with other departments with an interest in gaming practices including Cinema and Studio Arts. Applicants should have an MFA, MA, MSc, PhD or equivalent; teaching experience and research/studio design practice at the university level; a strong emerging profile or an established design practice and research profile; industry experience in game production; and administrative and committee experience.

MEL HOPPENHEIM SCHOOL OF CINEMA

We invite applications for the following two tenure-track positions:

Film Animation

Applicants should have a recognized, innovative research/creation practice; be conversant with analogue and digital animation technologies; and be proficient in various frame-by-frame techniques. The successful candidate should possess a terminal degree (MFA or PhD) or equivalent; a recognized innovative research profile; university-level teaching experience; and administrative and committee experience.

Film Studies

Preferred candidates should demonstrate expertise in the area of sound and cinema as well as one of the following areas: media and technology, production practices and industrial formations, and transnational dynamics of film history and practice, including but not limited to Quebecois/Canadian cinema. Applicants should possess a PhD; a demonstrated record of teaching and research excellence; and administrative and committee experience.

STUDIO ARTS

We invite applications for one tenure-track position in **Ceramics/Three Dimensional Media**. We seek candidates who are devoted to ceramics processes and demonstrate technical skills in one or more of the following areas: hand building, mould-making processes, clay and glaze technology, digital imaging technologies and three-dimensional media. Applicants should possess an MFA degree or equivalent; a strong exhibition record; a minimum of two years university teaching experience; and administrative and committee experience.

THEATRE

We invite applications for one tenure-track position in **Vocal Technique and Performance Research**. The preferred candidate will be a researcher-practitioner combining a profound knowledge of voice training technique with an innovative scholarly research profile. Candidates should have expertise in one of the following research areas: interdisciplinary or intercultural approach to voice/sound production for the stage; oral history and ethnography applied to live performance; traditional voice training applied to contemporary forms; and period speech, verse and rhetoric. Applicants should possess a terminal degree (MFA or PhD); relevant professional theatre experience; evidence of teaching within a university environment; and administrative and committee experience.



JOHN MOLSON SCHOOL OF BUSINESS

The John Molson School of Business at Concordia University is seeking qualified applicants for tenure-track and visiting positions starting July 1, 2012. Positions are available in the following areas: Accounting and Finance.

Appointments will be made up to the rank of Professor for visiting positions, depending upon qualifications and experience. Qualifications are as follows: Applicants for visiting appointments require a PhD degree, and a strong record of research and teaching. Successful candidates will be responsible for teaching courses at the undergraduate, MBA, MSc or PhD levels. Salaries are competitive and will be commensurate with qualifications and experience. Applicants for visiting positions will be expected to teach and be active in research.

ACCOUNTANCY

- One position in Financial Accounting with a specialization in Taxation at the rank of Assistant Professor to begin July 1, 2012.
- One position in Financial Accounting with a specialization in Auditing at the rank of Assistant Professor or Associate Professor to begin July 1, 2012.

Qualifications: A doctoral degree (completed or near completion) with concentration in Accounting, and a relevant research and teaching record.

Duties: A commitment to research and scholarly publications, and teaching in financial accounting and the area of specialization.

The Department: The Department of Accountancy, located in beautiful Montreal, Canada, is one of the five departments at JMSB (AACSB accredited). The department has nearly 30 full-time faculty members, is one of the largest in the country, and has an established record of excellence in accounting education and academic research.

JMSB offers courses at the Baccalaureate, Diploma in Chartered Accountancy, Certificate in Management Accounting, Graduate Diploma in Business Administration, MBA (including Executive option) and PhD programs.

Applications: Please send your application including cover letter, C.V., statement of research interest and teaching philosophy, teaching evaluations, official PhD transcript, working papers, and three sealed reference letters as soon as possible but no later than December 1, 2011. Review of applications will begin immediately and will continue until the closing date.

For further information, please contact:
Majid Islam, PhD, CGA, Chairman and Associate Professor
Department of Accountancy
mislam@jmsb.concordia.ca

FINANCE

The Department of Finance at Concordia University is seeking, subject to budgetary approval, qualified applicants for tenure-track and visiting positions starting July 1, 2012. We anticipate filling this position, normally at the rank of Assistant Professor, for July 1, 2012. Appointments at a more senior level may also be considered and will be based upon qualifications and experience. Qualifications are a PhD, a strong orientation to academic research and evidence of excellent teaching. For ranks above Assistant, applicants should have a strong research record and relevant experience. Review of applications will begin immediately and will continue until the position is filled. The primary areas of interest are International Finance/International Corporate Finance or Fixed Income/Real Estate/Investments. Other areas will also be considered. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc, and/or PhD levels. An interest in developing pedagogical materials and an interest in developing materials supporting classroom use of an investment lab/trading room would be an asset. Teaching in the Investment Management MBA and Executive MBA Programs is also encouraged. Salaries are competitive and will be commensurate with qualifications and experience. Applicants will be expected to teach up to two courses per term and to be active in research. The John Molson School of Business is accredited by AACSB. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.

Applications should be submitted by December 1, 2011 (October 1, 2011 for consideration for interviews at the FMA Conference). Please send applications, including a curriculum vitae, a statement of teaching and research interests, teaching evaluations, recent papers and three letters of reference to:

Ms. Sandra Ramonni, Department Coordinator, Department of Finance
1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8, Canada
Tel: (514) 848-2424, ext. 2793

Electronic applications should be sent to: frnce@jmsb.concordia.ca

The Department prefers hard copies of applications but will consider electronic applications. The Department will acknowledge all applications, however only short-listed candidates will be contacted further.

Subject to budgetary approval, we anticipate filling these positions, normally at the rank of Assistant Professor, for July 1, 2012. Appointments at a more senior level may also be considered for some of the positions advertised. Unless otherwise stipulated in the descriptions on our website, candidates for all positions should have a PhD. Review of applications will begin immediately and will continue until the positions are filled.

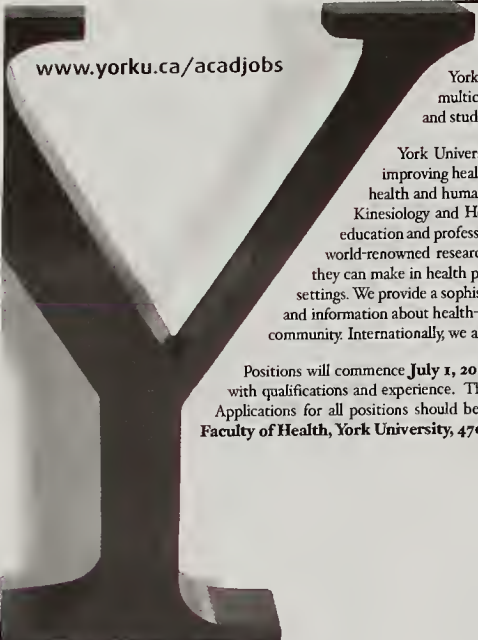
All inquiries about specific positions should be directed to the appropriate departmental contact.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.



www.concordia.ca

CAREERS CARRIÈRES


www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

York University's Faculty of Health has an ambitious mission to be an integrative force for promoting health and improving health care – locally and globally. Our vision is to educate future global leaders who will redefine and advance health and human science. The Faculty consists of four integrated units encompassing: Health Policy and Management; Kinesiology and Health Science; Nursing; Psychology; and our Health Leadership and Learning Network for continuing education and professional development. We have over 9,000 students and 400 faculty members. Our faculty members include world-renowned researchers, educators and policy-makers who are dedicated to inspiring our students about the difference they can make in health promotion and health care. Our 'classrooms' encompass laboratories, sport fields, clinics and community settings. We provide a sophisticated system of academic advising, enhanced classroom technology, experiential learning opportunities and information about health-related careers. Our integrative research spans the continuum from the laboratory to the bedside to the community. Internationally, we are collaborating with major institutions in India, China, Africa and the Middle East.

Positions will commence **July 1, 2012 (unless otherwise stated)**, and are subject to budgetary approval. Salaries will be commensurate with qualifications and experience. The successful candidates must be suitable for prompt appointment to the Faculty of Graduate Studies. Applications for all positions should be addressed to the appropriate contact person and area co-ordinators specified under each listing, at: **Faculty of Health, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.**

Faculty of Health

TENURE-TRACK POSITIONS

SCHOOL OF HEALTH POLICY AND MANAGEMENT

The School of Health Policy and Management offers a general Bachelor of Health Studies Honours and three Specialized BHS Honours in Health Management, Health Informatics and Health Policy. These programs are designed to prepare graduates to meet the challenges of management and decision-making in the increasingly complex and dynamic health services sector. The program equips graduates with critical knowledge and skills, along with a broad understanding of the economic, socio-cultural and political influences affecting health and the health-care field. The School also offers interdisciplinary MA and PhD programs in Health (Health System Management and Information, Health Policy and Equity). More information on the School and its programs is available at www.yorku.ca/SHPM.

Health Management

Applications are invited for a tenure-track appointment in Health Management, at the Assistant Professor level. Applicants must specialize in the area of Healthcare Organization and Management. Candidates will be required to teach in the BHS honours program, and the MA and PhD programs in Health. A background in economic analysis, multi-level modeling, program evaluation or the analysis of large databases would be assets. Candidates must have completed a PhD in Healthcare Organization and Management or in the social sciences or a related field with a strong health focus. Candidates with a health science background that includes a management focus are also encouraged to apply. Candidates should show excellence or promise of excellence in scholarly research and in teaching. The successful candidate will play a pivotal role in health system evaluation and be expected to fully participate in a highly productive and collegial academic community. Successful experience in teaching in relevant health-related fields is preferable.

A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference and teaching evaluations should be sent, by **October 24, 2011**, to: **Ms. Cynthia Goodfellow, Administrative Assistant, School of Health Policy and Management, Room 441 HHES. Fax: 416.736.5227. E-mail: cynthiag@yorku.ca.**

SCHOOL OF KINESIOLOGY AND HEALTH SCIENCE

Human Exercise Physiology Related to Human Health and Fitness (CSEP Certified)

Applications are invited for a full-time tenure-track appointment, at the rank of Assistant Professor within the Professorial (Research)

Stream. Applicants with expertise in exercise physiology as it pertains to human health and fitness-related outcomes, with an emphasis on fitness assessment and practices that relate to cardio-respiratory fitness and/or muscular strength, muscular power and muscular endurance, are invited to apply. Understanding of, and involvement in, the CSEP Health and Fitness Program is required. Applicants must have a PhD and will be required to teach courses at the undergraduate and graduate levels, supervise graduate students and develop an independent program of research as evidenced by a solid publication record in refereed journals and promise of external funding. Postdoctoral experience would be a definite asset.

Psychology of Physical Activity and Exercise Across the Lifespan

Applications are invited for a full-time tenure-track appointment, at the rank of Assistant Professor within the Professorial (Research) Stream. Applicants with expertise in psychology of physical activity and exercise focused on performance- and/or health-related behaviours throughout the aging process are invited to apply. Research experience promoting positive outcomes (e.g., disease prevention) through traditional- and technology-based practices would be an asset. Applicants must have a PhD and will be required to teach courses at the undergraduate and graduate levels, supervise graduate students and develop an independent program of research as evidenced by a solid publication record in refereed journals and promise of external funding. Postdoctoral experience would be a definite asset.

Human Gross Anatomy

Applications are invited for a full-time tenure-track appointment, at the rank of Assistant Lecturer within the Alternate (Teaching) Stream. Applicants with expertise and demonstrated teaching excellence in human gross anatomy are invited to apply. Duties in the alternate stream (teaching) appointment include teaching primarily at the undergraduate level within the School of Kinesiology and Health Science, and degree students registered in other faculties in the University. Graduate teaching and supervision of graduate students may also be available for qualified candidates. While applicants must hold at minimum an M.Sc. degree in a related field with several years of demonstrated university-level teaching experience beyond teaching assistance appointments, those applicants with a PhD in Anatomy and/or MD in a related field are preferred. Experience with technology-based learning environments, and instructional design would be a definite asset.

Applicants should send their curriculum vitae, a covering letter specifying the position for which they are applying, and stating future teaching goals and research program goals, and, where applicable, three relevant reprints, and provide contact information

for three referees, by **November 14, 2011**, to: **Dr. Angela Belcastro, Chair, School of Kinesiology and Health Science. E-mail: kinchair@yorku.ca.**

Further information about the School can be obtained at www.kinesiology.yorku.ca and www.yorku.ca/kahs.

SCHOOL OF NURSING

The School of Nursing is one of the founding units of the Faculty of Health. The School has three undergraduate BScN programs and an online MSN with a Primary Health Care Nurse Practitioner field. Planned graduate growth includes a doctoral program in Nursing. Our rapidly expanding, internationally recognized programs offer an innovative curriculum founded in nursing science. Further information about the Faculty and the School can be obtained at www.health.yorku.ca and www.yorku.ca/health/nurs/.

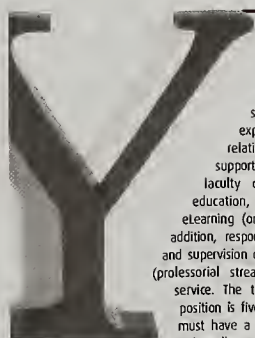
We are seeking an Associate Director, Undergraduate Education, and four full-time tenure-track faculty (two professorial stream and two alternate stream) to join us in our vision of advancing nursing through innovation, transformation and commitment to social justice. This will require an ability to identify potential "breakthrough areas" in education, research and practice. The successful candidates will have a deep understanding of theoretical and applied aspects of nursing and knowledge of the human science perspective underpinning the School of Nursing's philosophy. Candidates registered in the College of Nurses of Ontario (CNO) must provide their registration number when applying. In exceptional circumstances, candidates who are not eligible for registration at the time of appointment may be considered (for example, in the case of a senior scholar with a strong record of teaching and research excellence with registration in another country). Successful candidates would normally be expected to become eligible for CNO registration within the first two years of the appointment. Proof of academic credentials is required prior to appointment.

The competition for these positions will remain open until they are filled. The earliest date of appointment is **January 1, 2012**.

Associate Director, Undergraduate Education

Applications are invited for a professorial or alternate stream tenure-track position as Associate Director, Undergraduate Education. The Associate Director, Undergraduate Education, in collaboration with the Director of the School of Nursing and the Associate Director, Research and Graduate Education, provides academic leadership and strategic direction to the School, with a specific focus on undergraduate programs. The key responsibilities of the Associate Director, Undergraduate Education include providing strategic direction and oversight for undergraduate program planning and curriculum design, delivery, evaluation and renewal;

CAREERS CARRIÈRES



developing and monitoring strategies to enhance the student experience and student-faculty relationships; and enhancing and supporting pedagogical best practices, faculty development, transdisciplinary education, experiential education and elearning (online and blended models). In addition, responsibilities will include teaching and supervision of students, conducting research (professorial stream), and providing academic service. The term of the Associate Director position is five years (renewable). Candidates must have a baccalaureate in Nursing (BScN preferred) and a doctoral degree (PhD or equivalent), preferably in Nursing.

We are interested in an individual with creativity, vision and passion for educating nurses for today and for the future, as well as an understanding of academic administration and an awareness of current research and praxis in one or more defined areas. Candidates must have experience in teaching and supervising students and expertise in one or more of the following areas: nursing leadership; nursing education; health promotion and determinants of health; knowledge transfer at the point of care, particularly in the area of client-centred care; and knowledge mobilization for engaging our local and global communities. Preference will be given to candidates who are experienced in academic leadership and governance, and who have experience in mentoring more junior colleagues. Other assets include experience in inter-professional education, experiential education, technology enhanced elearning and eHealth.

Depending on the qualifications and experience of the successful candidate, the appointment will be made to either the professorial or alternate stream. A professorial stream appointment will be at the Associate or Full Professor academic rank. Appointment at the Associate Professor academic rank will require evidence of research and scholarly productivity, and graduate teaching and supervisory experience. Appointment at the rank of Full Professor is possible if the candidate already holds tenure at the Full or Associate Professor level in another university and has demonstrated eminence as a scholar. An alternate stream appointment will be at the rank of Associate or Senior Lecturer. Appointment at the rank of Associate Lecturer will require evidence of excellence in teaching and a competent level of service in a university setting. Appointment at the rank of Senior Lecturer is possible if the candidate holds tenure at the Senior or Associate Lecturer level in another university and has distinguished accomplishments in teaching and service.

Applicants should submit a letter of application for the position of Associate Director, Undergraduate Education (specifying either the professorial or the alternate stream position, as above), an up-to-date curriculum vitae and separate statements of research (for the professorial stream) and teaching experience and interests, and arrange for three signed letters of reference to be sent, by **October 7, 2011**, to: **Dr. Claire Mallette, Director, School of Nursing, Room 313, HNES Building, Tel: 416.736.5271. Fax: 416.736.5714. E-mail: nursjobs@yorku.ca.**

Full-Time Tenure-Track Professorial Stream Appointments

Applications are invited for two professorial tenure-track positions at the Assistant Professor level. Responsibilities will include teaching and supervision in the undergraduate and graduate programs, conducting a program of research, and academic service. All candidates must have a baccalaureate in Nursing (a BScN is preferred) and a doctoral degree (PhD or equivalent), preferably in Nursing.

We are interested in individuals with creativity, vision and passion for educating nurses for today and for the future. Candidates must be knowledgeable about current research and praxis in their field of expertise. In particular, the School is seeking candidates with expertise in the following areas:

1) prevention and management of chronic illness for healthy aging; and 2) education practice innovation. The successful candidate in the area of prevention and management of chronic illness for positive aging will bring expertise in how to optimize the aging process and in areas such as living with chronic disease, chronic disease management models, primary care, and the Canadian health-care system. The successful candidate in the area of education practice innovation will bring expertise such as the use of unfolding case studies and clinical simulation in transdisciplinary education, e-learning through online delivery, web-enhanced and blended learning, and the use of telecommunication technologies, including mobile devices. Expertise in quantitative and/or qualitative research methods is required. Preference will be given to candidates with experience in academic governance, mentoring junior colleagues, and teaching and supervision of undergraduate and graduate students. Successful candidates must demonstrate evidence of a beginning program of scholarship, including research and publications, and be eligible for external research funding and grants.

Full-Time Tenure-Track Alternate Stream Appointments

Applications are invited for two alternate stream tenure-track positions at the Assistant Lecturer level. The main responsibility of faculty members in the Alternate Stream is teaching. In addition, the successful candidates will be expected to participate in related activities in the undergraduate program such as serving on committees and engaging in academic administrative responsibilities.

We are interested in individuals with creativity, vision and passion for educating nurses for today and for the future. The candidates we are seeking have teaching expertise in nursing leadership and pedagogy and are knowledgeable about emerging health-care trends and the needs of learners. All candidates must have a baccalaureate in Nursing (a BScN is preferred) and a master's degree in Nursing or a related field; a PhD (or equivalent degree) is preferred. Evidence of excellence in teaching is required, as is relevant expertise in clinical practice, preferably in the areas of complex care, child health, or primary health care/health promotion. Experience with technology-enhanced and distance learning as well as clinical simulation is an asset. Responsibilities will include assuming leadership in designing, implementing, evaluating and revising curriculum within the undergraduate programs. The successful candidates will be required to effectively role model sound pedagogical principles and innovative strategies, including integration of experiential learning. They will also be expected to mentor new faculty in innovative pedagogical practices. Research in best practices in nursing education will be encouraged. Applicants at the Assistant Lecturer academic rank must have demonstrated proficiency in teaching as well as a competent level of service in a university setting.

Applicants for either the professorial stream or the alternate stream tenure-track positions are requested to submit a letter of application specifying the position for which they are applying, an up-to-date curriculum vitae, separate statements of research (for a professorial stream appointment) and teaching experience and interests, and arrange to have three signed letters of reference sent, by **October 7, 2011**, to: **Dr. Claire Mallette, Director, School of Nursing, Room 313, HNES Building, Tel: 416.736.5271. Fax: 416.736.5714. E-mail: nursjobs@yorku.ca.**

DEPARTMENT OF PSYCHOLOGY

Quantitative Methods

Applications are invited for a full-time tenure-track appointment in Quantitative Methodology for Psychological Research, at the Assistant Professor level. The successful candidate will have a PhD in Psychology, specializing in quantitative methods. Applicants should have an ongoing program of research and specialize in one or more of the following areas: multilevel/hierarchical modeling, methods for brain imaging data, structural equation modeling, measurement (e.g., item

response theory), non-parametric or robust methods, or methods for longitudinal data. In addition to joining the existing quantitative faculty in the department's recently formed Quantitative Methods area, the successful candidate will also have opportunities to collaborate with researchers in one or more of the department's six other areas, namely Brain, Behaviour and Cognitive Science, Clinical, Clinical-Developmental, Developmental and Cognitive Processes, History and Theory, and Social-Personality. Candidates should show excellence or promise of excellence in teaching and in scholarly research and publication.

A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three reprints or preprints, three letters of reference and teaching evaluations (if available) should be sent, by **November 1, 2011**, to: **Chair, Quantitative Methods Search Committee, 296 Behavioural Sciences Building, Department of Psychology, E-mail: psychchair@yorku.ca.**

Culture Psychology

Applications are invited for a full-time tenure-track appointment in Cultural Psychology, at the Assistant Professor level. The successful candidate will have a PhD in Psychology or a relevant field. We are seeking a scholar with extensive research experience in working on the dynamics of culture within a psychological framework. This position is not tied to a specific area of the Graduate Program areas of the Psychology Department, as cultural psychology cuts across many areas of research – cognition, clinical, developmental, personality and social. Applications will be considered from candidates with a strong publication record in the area of cultural psychology, although we particularly welcome applications from those working in the area of mental health, broadly defined.

Applicants should send their curriculum vitae and a summary of teaching and research interests and experience, with the names of three referees, by **November 1, 2011**, to: **Chair of the Cultural Psychology Search Committee, Department of Psychology, Tel: 416.736.5116. Fax: 416.736.5814. E-mail: psychchair@yorku.ca.**

Cognitive Aging

Applications are invited for a full-time tenure-track appointment in Cognitive Aging, at the Assistant Professor level. The successful candidate will have a PhD in Psychology or a relevant field. Applicants should have an ongoing program of research in cognitive aging and specialize in one or more of the following areas: memory, attention, language, or higher-order cognitive processes. Research should investigate the processes of change across the adult lifespan as they relate to the function of specific cognitive abilities. Research relating to healthy and successful aging is a priority. Candidates should show excellence or promise of excellence in teaching and in scholarly research and publication. The position will involve graduate teaching and supervision, as well as undergraduate teaching and research.

A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference and teaching evaluations should be sent, by **November 1, 2011**, to: **Chair, Cognitive Aging Search Committee, Department of Psychology, Tel: 416.736.5116. Fax: 416.736.5814. E-mail: psychchair@yorku.ca.**

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at **416.736.5713**. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

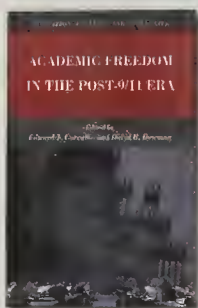
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IN REVIEW

Academic Freedom in the Post 9/11 Era



Edward J. Carvalho & David B. Downing, eds.
New York, NY: Palgrave Macmillan, 2011;
310 pp; ISBN: 978-2-23010-834-9, cloth \$90 USD;
ISBN: 978-0-23011-700-6, paper \$28 USD.

Reviewed by PAUL HANOFORO

ON the clear blue morning of Tuesday, Sept. 11, 2001, terrorist attacks in the United States destroyed or damaged iconic buildings and killed on the order of 3,000 people. Shortly thereafter the administration of George W. Bush set in motion a train of events that are still unfolding, with consequences yet to be identified and understood.

Most obvious among these U.S.-led events are the invasion and reduction of Afghanistan and Iraq, of massive lethal and ongoing consequence. Events of similar severity and possibly wider significance are policies that have led to rendition, torture and the like, and to a mushrooming fixation on what is usually called national security, leading to such as the Patriot Act, no-fly lists, process-free incarceration and assassination, including that of American citizens, and to enhanced state secrecy in general.

As in past fear-based crises, this has been accompanied by efforts to disrupt or suppress civil liberties, criticism and dissent. This is where a security focus impinges most directly on academic life, through diverse assaults on academic activities. Such actions and policies have not been restricted to the United States, of course: military and national secu-

city initiatives have attracted many traditionally open and liberal polities, such as those of the UK and Canada. Indeed, there is growing evidence of a global proliferation.

Edward Carvalho and David Downing provide an edited volume of 15 contributions that discuss such matters and consider prospects. Together these pieces aim "to intervene in the economic and political assault on higher education by making publicly accessible to a wider audience essays and interviews that reflect the depth and importance of academic freedom in a social democracy."

The editors are concerned to make clear that these assaults come not only from the last decade's growing security enthusiasms, but also from an ongoing financial offensive, whereby under-funding has exposed universities to privatization and to political and corporate insertion, all delivering serious threats to the integrity of the academy through negative impacts on research and teaching, thereby endangering the public trust fundamental to the proper functioning of publicly-supported universities. Given this, the book's title is perhaps misleading: the framing context of this volume is really that of neoliberalism in general, with responses to the 9/11 events as but one part, however important, of this context.

The editors situate consideration of infringements on universities in a framework provided by the historical development of academic freedom concepts in the U.S., understanding the American Association of University Professors' articulation of ideas in its 1915 Declaration of Principles as a statement of workers' rights: "the rights of faculty to enjoy professional autonomy in research and to inhabit a workplace free from political and juridical influence" and "the preservation of the university space (and the epistemological license it provides)."

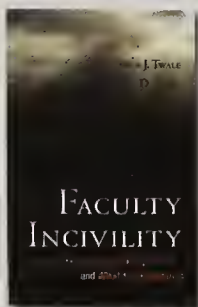
They conclude their introductory notes with a short discussion of the recent advocacy — by such as the National Association of Scholars and the "Academic Bill of Rights" initiative — of the use of "balance" as a tool in protecting academic freedom (largely of students) in the classroom. We are reminded that "balance" usually amounts to the "internal academic disciplinary consensus [being] adjusted to reflect extradisciplinary perspectives."

The contributions are organized into five sections. The first sets the stage with a gallery of recent cases, events and trends, along with some interpretation and analysis, including

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IN REVIEW

Faculty Incivility The Rise of the Academic Bully Culture and What to Do About It



Darla J. Twale & Barbara M. De Luca.
San Francisco, CA: Jossey-Bass, 2008; 219 pp;
ISBN: 978-0-47019-766-0, cloth \$40 USD.

Reviewed by JUDY HAIVEN

IN the Milgram experiments 50 years ago, "learners" and "teachers" were separated so that teachers could administer what they believed were electroshocks to learners who had answered questions incorrectly. Teachers in one room, learners in another, the physical separation allowed the former group to brutalize the latter. In today's parlance, there was no "face time" between the two groups. Darla Twale and Barbara De Luca, the authors of *Faculty Incivility: The Rise of the Academic Bully Culture and What to Do About It*, have built on this theory to explain what takes place in the highest stakes game in the academy — the struggle for tenure and promotion.

The authors believe tenure and promotion procedures "remove the interaction from face-to-face interactions where actions are more likely to be fully observed." (p. 76) In fact, a central plank of this very interesting book is that bullying and other forms of incivility in the academy are often hidden and regularly denied. (p. 51)

The book defines faculty incivility as "bullying, mobbing, camouflaged aggression, and harassment in the academic workplace." (p. xii) Using examples from the literature and from interviews with current faculty members, the authors persuasively argue that the structure of universities, and how they are run, pave the way for uncivil behaviour among academics. Because the university adminis-

tration is both "master and servant to the faculty," (p. 69), there can be a duel for power and whichever wins tends to escalate bad behaviour. Individual faculty members who are judged to have less power fall victim to groupthink among their peers.

A look back in recent history shows that women and visible minorities hired in the 1970s and '80s experienced a "chilly climate" in part because they lacked "material well-being, power and prestige." (p. 114) But Twale and De Luca insist the temperature has barely climbed because inequality, tokenism and marginalization act as a "precipitating factor" for incivility and a bully culture today.

Bullying may affect female faculty more than men. Indeed the book notes more women than men find bullying disturbing and debilitating, in the academic department, in the classroom and beyond. One anecdote an academic friend told me about concerned the "bad boy" and the "bad girl" in her department. Every time there was a contentious discussion in a departmental meeting, the "bad boy" used to swear and use expletives against the female members. Sometimes he stormed out. The "bad girl" played "gotcha" with the department chair, whom she bullied during meetings.

As faculty union president, I see the toll bullying takes on new faculty, or non-traditional or unusual academics unlucky enough to slip up in some way or other. I have seen that if a faculty member's career is derailed by becoming a mother, or lagged due to anx-

iety or depression, or knocked by a less than stellar research or teaching portfolio, that person's chance of getting tenure or promotion in a timely way evaporates. In fact, the slightest misstep is often exploited in the tenure and promotion process. This is a form of peer bullying the book examines in detail.

An interesting depiction of academic bullying is found in the Coen brothers' 2009 film, "A Serious Man." The main character, Larry Gopnik, a university professor, is up for tenure when his department chair announces he has received anonymous letters urging that Larry's tenure be denied. The bullying comes not only from other academics but also from a student and the student's father. In order to maintain his scholarship, the student begs Larry for a good grade. Though Larry refuses, he finds an envelope crammed with cash left on his desk. A clear bribe, Larry tries to return the money to the student, and the father goes to Larry's house to bully and threaten him just that extra bit more.

Last year a similar thing happened to me. One student, who contributed to class discussions but rarely did the reading and scored poorly on essays and the exam, brought his father to see me. Both the father and son towered over me demanding I justify the grade and then boost it. The father became increasingly demanding and belligerent. Scared, I

See FACULTY INCIVILITY Page A5 ➔